

# THE INTERNATIONAL Teamster

AUGUST 1953

"Our Western Conference of Teamsters has a great future under the leadership of Frank Brewster"

—Dave Beck

# PIONEER of PROGRESS





## THE WESTERN CONFERENCE OF TEAMSTERS

ANOTHER long step has been taken in regional progress with the successful seventeenth meeting of the Western Conference of Teamsters.

In 1937 the idea of a regional conference was untried, but before the year ended this daring experiment in developing Teamster trade divisions over a large region had become a reality. The phrase "eleven Western states" set a pattern now accepted by industry as offering decided advantages in problems of management, administration and distribution.

Some years ago the originator of the conference idea, General President Dave Beck, said, "We must not look at any small phase of our operation to gauge whether or not we have been successful. We must look across the whole sphere of our industry."

These words have set the spirit for the founding and advance of the Western Conference of Teamsters and are as apt today as they were in its early stages. Out of the laboratory of the Western Conference have come the national trade divisions and steps leading to the newly organized Central Conference of Teamsters. Further regional development will be realized in the months ahead.

The conference method has proved itself repeatedly in terms of service to members and locals and in a substantially strengthened Teamster organization. The conference system, pioneered in the West, provides a practical method whereby the basic principle of trade unionism can be applied—"in union there is strength." In this method no local union stands alone—all locals work for each other and each contributes its support to building a stronger and more effective International Brotherhood of Teamsters.



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THE INTERNATIONAL
# Teamster

DAVE BECK Editor

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 100 Indiana Ave., N. W., Washington 1, D. C.

**VOL. 50** **AUGUST, 1953** **NO. 8**

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EDITOR'S NOTE: Due to extensive coverage of the Western Conference of Teamsters, much regular material has been held over until next month's issue.

POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and entered as second class matter at the post office at Washington, D. C., under the Act of March 3, 1879. Accepted for mailing at special rates of postage provided for in Section 1108, Act of October 2, 1917. Authorized July 9, 1918. Printed in U.S.A. Subscription rates: Per annum, $2.50; Single Copies, 25 cents. (All orders payable in advance.)

# LETTER from General President DAVE BECK



## COOPERATION IS THE KEYNOTE

A PROGRAM of close cooperation between labor and management in the trucking industry is essential to the prosperity and advancement of both workers and employers. Industry is paying increasing attention to the problem of distribution as a major factor in the cost of doing business. Trucking as a method of transportation must face realistically the facts of economic life and be prepared to combat the many problems and overcome the obstacles which confront it in this age of keen competition.

All forms of transportation are trying to get their share of the distribution dollar and the methods whereby those attempts are made are sometimes those of the old rough and tumble school of action.

Motor freight is proving repeatedly that it has advantages in providing transportation of goods and in many situations in our decentralized economy the truck offers advantages which cannot be matched. This is particularly true in areas which have been settled far off the established railroad lines. There is a growing number of communities which could not survive without the services of motor trucking.

As the many advantages of motor freight become apparent those who speak for or represent the railroad industry are by no means idle. They are not going to accept a secondary position in hauling much of America's cargo without a serious struggle. The methods of fighting used by the railroad are many and the ways in which the railroad industry is trying to cancel out the advantages of trucking take on some curious manifestations.

The most blatant and obvious way in which the railroads fight the truck is found in the field of propaganda, ranging all the way from trying to get discriminatory legislation passed to making outright misrepresentations on problems of modern transportation.

The railroad industry conducts a propaganda campaign against trucking 365 days a year. This campaign is carried on through newspapers, magazines, on the radio and through the motion picture and television screens as well as through public speakers and forums.

One of the chief avenues of railroad propaganda is the labor press of the railroad unions. Railroads for years fought advances sought by the railroad brotherhoods—they fought the enactment of rail labor legislation and the Railroad Retirement bill—but the rails have no hesitation in enlisting the railroad brotherhoods in a fight against trucking. Railroad labor magazines become channels of railroad lobby propaganda.

The railroads and their lobbyists are not interested in the railroad workers' unions when the union people want some consideration, but they are extremely interested in what those same unions can do as unpaid propaganda agents for the railroads in the fight against trucking.

What must the trucking industry do? And by "industry" I mean the men and women who make their living from motor freight transportation whether they drive a truck, work in an office or operate a fleet.

First of all, we must consider what we have ahead to enlist the support of the public on the side of truth and accuracy midst the barrage of claims and counterclaims. Both labor and management have a job of internal education. Labor must educate its members to the value of supporting the industry in which they make a living. The problems must be spelled out and clear-cut answers given. Industry likewise must do a job of education within its own ranks—and this education should include some measure of appreciation of the role of the worker in the industry.

Both labor and management have an external job to do in carrying their story to the public. This is a problem of showing the proper place of trucking in modern economic life. The task will not be easy because many of the media of communication are prejudiced against trucking. But we must try to cancel out some of the extravagant, fantastic and untruthful propaganda of the railroad lobby.

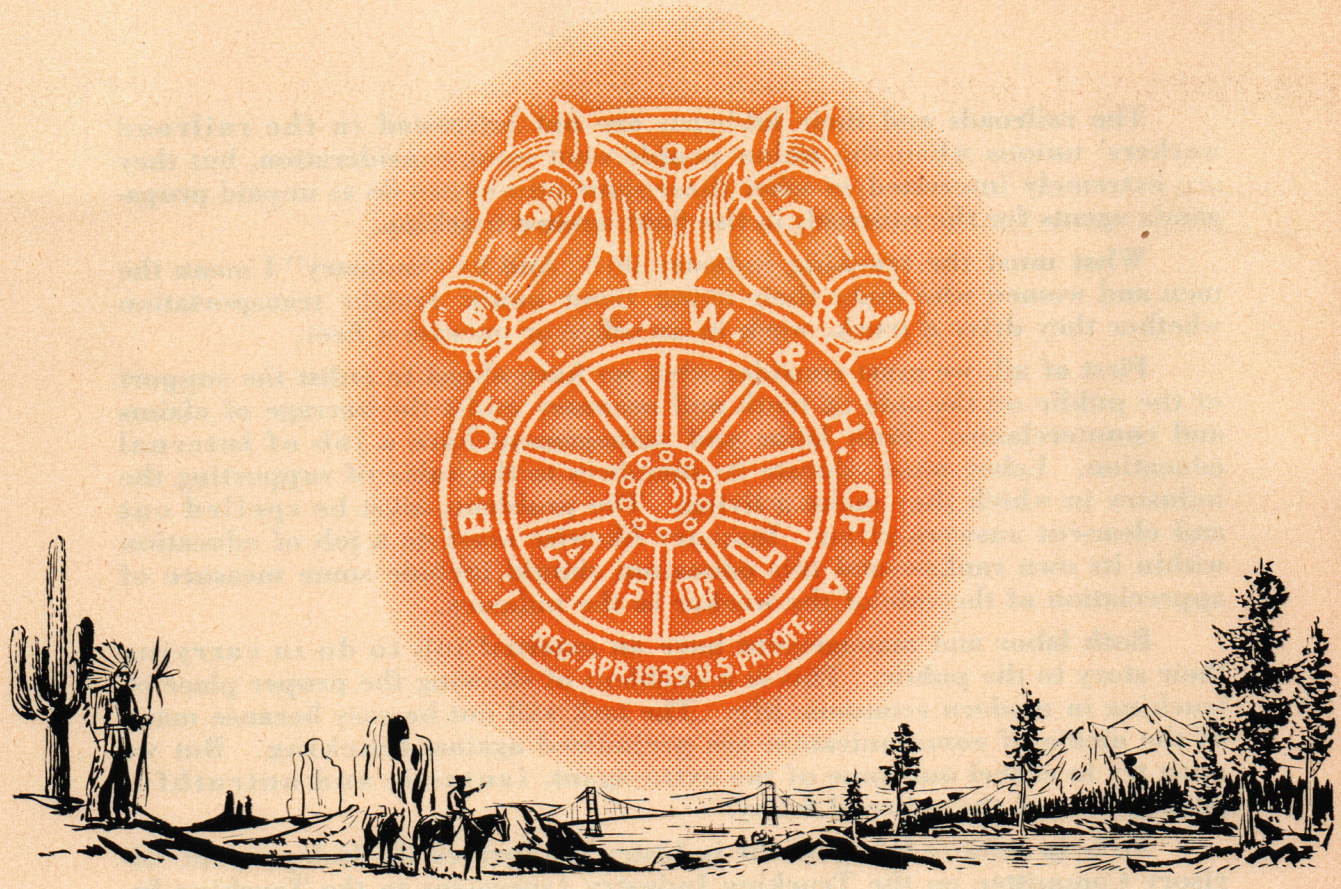
To help achieve this goal the industry has formed the Independent Advisory Committee on the Trucking Industry (successor to the Trucking Industry Committee for National Defense). This committee, with representation of 11 phases of industry and of labor, has both a big job and a big opportunity ahead. Plans are being made by this committee which will be unfolded in the weeks ahead. I feel certain that we will develop an effective program of education and will succeed in building good will on behalf of our industry of which Teamsters are an important part.

In the weeks and months ahead cooperation will be the keynote for our success. In working together the industry and labor will recognize the role of each. Teamsters will never relinquish their right to insist on decent wages, hours and conditions—that is a basic principle of our union and it will not be abrogated. But we realize we have a job to do and we will cooperate in the task of education which lies ahead. We will cooperate and I feel certain in the months ahead that the general public will be both surprised and enlightened as the result of our joint venture in telling the truth about trucking.

Fraternally,

Dave Beck

*General President.*




# 17th Western Conference of TEAMSTERS

DETERMINED efforts to expand Teamster health and welfare plan protection and improve wages, hours and conditions throughout the 11 western states will be made in the coming year as the result of plans made at the 17th meeting of the Western Conference of Teamsters July 6-10 in Seattle, Wash.

Meeting at the Olympic Hotel, 500 delegates including officers, business agents and representatives from the West, Hawaii, Alaska and Canada convened in a "streamlined" week-long meeting designed to achieve maximum results in discussion and planning in minimum time. Only one caucus meeting was allotted each trade division of the conference.

Highlights of the week included the following activities and actions by the delegates:

1. Addresses by General President Dave Beck, founder of the Western Conference of Teamsters, on the opening and closing days with predictions that the organization will reach new heights of usefulness in the months and years ahead.

2. Address by the new conference president, Frank W. Brewster of Seattle, Wash., named to the position by the General President when Mr. Beck took office as Teamster chieftain. Promises to press forward along the trail blazed by the conference founder were made by the new president in his opening address.

3. Address and a progress report from the International Union by General Secretary-Treasurer John F. English.

4. Appearance of the members of the General Executive Board as guests of the Western Conference of Teamsters at general sessions. The board held its quarterly meeting at Seattle during the conference period. (A report of the board appears elsewhere in this month's issue.)

5. Discussions of pending legal and legislative problems confronting labor by Teamster attorneys.

6. Action by the Policy Committee of the Western Conference of Teamsters on a series of resolutions including one which called for a strong endorsement of the Hell's Canyon public power project.

# TEAMSTER PROGRESS IS ASSURED—BECK



## *'Plenty of Work and Plenty of Honors For All,' Western Conference Told*

A POLICY of strengthening the International Brotherhood of Teamsters through utilization of its full resources, protection of its jurisdiction, development of leadership within the union and elimination of forces which reflect on the good name of the union was outlined by General President Dave Beck in an address before the annual session of the Western Conference of Teamsters in Seattle, Wash. President Beck, founder of the conference, made the principal address at the annual meeting addressing some 500 delegates at the final general session held in the Olympic Hotel July 10.

The General President was presented to the delegates by the new conference president, Frank W. Brewster of Seattle, Wash., as ". . . an outstanding leader of labor in the West and in the nation." He paid a tribute to Mr. Beck for his vision and foresight and the administration of affairs of the Western Conference.

President Beck utilized the occasion to outline some of his future plans and policies as General President in the presence of the delegates and members of the General Executive Board who had just concluded their quarterly session in Seattle.

"Many problems face the International Brotherhood of Teamsters and to meet these many problems we are going to strengthen our national administration . . . we will do this and face our problems squarely; we will never back away from them," he said.

In outlining the method of carrying the responsibilities of national leadership of the Teamsters Mr. Beck said, "The General President of this organization will conduct this office on an administrative basis predicated on policy recommendations by the General Executive Board —we are going to share the responsibility of leadership of this organization. There is plenty of work and plenty of honors for all. I want the American Federation of Labor to allocate to the International Brotherhood of Teamsters the right to send members of the General Executive Board to travel in Europe, Asia and South America to study labor and living conditions and methods of government. I want them to see how other nations conduct their public and their labor affairs—and I want them to see Communism where it exists if possible and I know the experience and knowledge gained in this studying will be of great value to our union."

Colonialism and suppression were blasted by the General President who said that ". . . you cannot keep people in poverty, denying them decent living standards, depriving their children of educational opportunities and forcing them into virtually slave labor without developing the growth of Communism. When people are desperate and see no hope in their present system, they are going to look for some other way of government."

Commenting further on Communism, Mr. Beck praised trade unions and the church as bulwarks against Communism and advocates for greater extension of social justice.

A pioneer in advocating health and welfare programs as started in the West, the General President said that the International Brotherhood of Teamsters will fight and support efforts to extend these programs throughout the union. Saying that ". . . working people have only their labor to give and they are justified in getting a return on that labor," President Beck stated that he hoped to see health and welfare programs extended into all phases of industry in which Teamsters are employed. He praised the General Executive Board for supporting this objective.

"Labor has responsibilities and duties in facing the many problems ahead," the speaker observed. "In the labor movement we are faced with such problems as those involving the longshoremen in New York and problems of another kind involving the building trades. The Teamsters as a policy believe it is absolutely necessary for working people to give value received for their work—they have only their labor to invest and they are entitled to a return. At the same time their employers are entitled to an honest day's work for wages paid.

"This means," he continued, "that

everyone in our organization has to produce—everyone! We have no time for the employee who does not give value received and we have no time for any local union, joint council or international official who does not do his job. We have no time for the official who forgets his responsibilities to the people he serves and to his union. We are making changes and will make others in the interest of better organization—in the interest of efficiency and effectiveness as one of America's great trade unions."

Jurisdictional problems were one of the highlights in the discussion by President Beck who commented on various press rumors about the meetings of Mr. Beck with John L. Lewis, and others.

"Certainly I have been meeting with presidents of other unions. That is part of my duties. I have met with John L. Lewis. We have problems of workers in such organizations as the Mine Workers and District 50 and we have discussed some of our common problems," he said, "I am sure with mutual benefit."

"Protection of our jurisdiction involves discussions, exploration and militancy on our part. We want to eliminate friction and the problems which create jurisdictional disputes. We want no fight, for example, with the Electrical Workers, the Plumbers or the Carpenters. But we will not stand idly by and permit infringement of our jurisdiction.

"If Carpenters take in log haulers, we can do carpentry work. If Electrical Workers are going to drive trucks, our men are going to do wiring. If Plumbers are going to do hauling, we are going to do plumbing. And if the Retail Clerks insist on raiding our union and getting displaymen historically belonging to the Teamsters I will instruct all local unions to start organizing retail clerks.

"Jurisdiction, as I have said over and over, is the lifeline of our union and we are going to protect that lifeline!"

The development of Canada as a great economic force and as a great potential for unionization came in for emphatic comment by the General President. Delegates from Canada were present from British Columbia as representatives of local unions in the province and as participating members of the Western Conference of Teamsters.

"Canada is one of the great new frontiers of development," said President Beck, "and we will see, I predict, a phenomenal growth in that country. Canada has great natural resources such as deposits of coal, gas, petroleum, tin, uranium—great harbors for shipping, forests for lumbering and news pulp, fishing resources, power sites—everything which can make for the modern industrial development of our time.

**PROGRAM FOR CANADA**

"I am aware of this great development north of the border and sincerely hope that we can provide organization and leadership for the working people of Canada. I have assigned Frank Tobin of our International Office to Toronto to work with Canadian Teamsters. And I hope that we can develop a program across Canada for organization—all the way from the Maritimes in the east, across the industrial sections, the prairie provinces and into the rapidly growing Canadian West, into British Columbia. We are giving tremendous attention to this problem of organization in the Dominion of Canada."

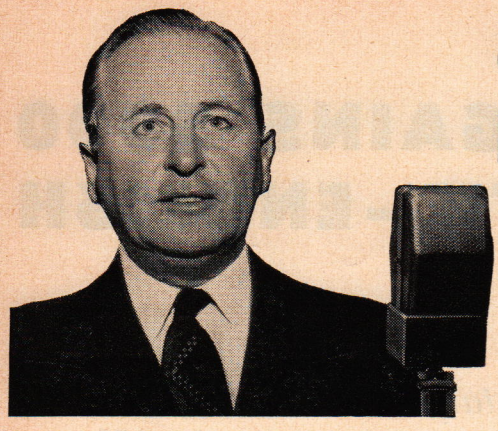
Working with industry is essential to Teamster success, the leader of the International Union said observing that ". . . if labor gives value received for its labor it must get a decent return. If business does not give decent value, we will be headed for Socialism for sure. We also want to see fairness in the administration of our public agencies which means fairness and impartiality all along the line. Right now the Civil Aeronautics Board is discriminating against one airline in favor of another in withholding operating permission between Seattle and the East along certain lines and conditions. And the Interstate Commerce Commission is notorious in favoring the railroads as against the trucks. The Commission is composed of railroad-minded members who have traditionally favored the rails as against trucking—we need representation on that agency by members who have background and knowledge of trucking as an important modern method of transportation.

"States likewise are stifling competition with artificial barriers. Lack of uniformity in freight weights for trucks and in lack of uniform rules make it difficult for operators to carry on a business on equal terms with the railroads. All of this unfairness in public regulation is harmful to public administration, harmful to trucking and is harmful to our members employed by the trucking industry."

President Beck reserved some of his strongest language to blast racketeering and said that ". . . the International Brotherhood of Teamsters will not for one minute tolerate racketeering by anyone affiliated with our organization. We will not stand for any of our members attempting to levy tribute against shipping—we are going to drive out anyone who indulges in such practices. It is the job of the secretary, business agent and the international representative to root out such practices—and if they haven't the ability to root it out —out they go and we will get new business agents and international representatives.

"We want only honorable and honest workers—we will not tolerate racketeering against our employers or racketeering which victimizes the consumer. We will not be part of the despicable mess on the New York waterfront—if we find any racketeering in the Teamsters we will not go running to a grand jury and let some politician get fat on the expose—we will take care of the matter ourselves and that without delay. In so doing, if necessary, we will utilize every avenue of government to aid us."

In closing Mr. Beck recalled the progress made by the Western Conference of Teamsters since its organization in 1937 and said that, "I want to remain close to this Conference and to our movement in the West. This has been a great organization for developing ideas and techniques and I want you to know that I will always feel very close to you and your work. I want to see our union develop leadership here and in all parts of the country to help make ours a greater and greater organization in terms of serving well those people whom we represent."



# CONTRACT EQUALITY IS GOAL—BREWSTER

## *Conference President Warns Session On Variances in Local Wage Scales*

THE WESTERN Conference of Teamsters' program of action and cooperation developed and carried forward under the leadership of its first president, Dave Beck, will be continued by the new president of the organization, Frank W. Brewster.

Promise of a continued program of progressive action was made by Brewster in an address marking the opening of the 17th session of the conference July 6 in the Olympic Hotel, Seattle, Wash.

### NEW LEVELS OF SERVICE

Introducing him as a co-worker of some 35 years, Mr. Beck said that Brewster was qualified to hold any position in the International Brotherhood of Teamsters and predicted that under Brewsters' leadership the Western Conference of Teamsters would expand and reach new levels of service and importance in the organization in the West. He also said the conference through its successful operations is a laboratory in which the techniques of modern trade union procedures as developed by the Teamsters are being tested and is now setting a pattern for regional organizations and operations in other sections of the country. He referred specifically to the formation of the new Central States Conference of Teamsters and forecast the formation of the Eastern States Conference of Teamsters this fall.

In taking over the duties of presiding officer of the annual conference President Brewster praised the leadership of his predecessor and said that under Mr. Beck's leadership the Western Conference of Teamsters had been brought to a high point of development in the Teamster movement. He praised the entire membership in the West for a strong spirit of cooperation and said that many steps are being taken under the conference system now which could never be followed without such a set-up.

"Despite our fine progress in the 11 Western States, we have only scratched the surface. To get the membership to which our jurisdiction entitles us, we all will have to work and work hard. We have fine policy committees in our various trade divisions and we have well organized trade divisions throughout our territory.

"As president of this conference I pledge you my best efforts and I will go any place at any time to aid our policy committees and our trade divisions and I am certain that our policy committees likewise feel that they will move rapidly to be of any assistance which they might be asked to extend," Brewster said.

The new conference president praised the health and welfare program as the "greatest thing we have developed in the Western States." He referred to the problem of achieving a fair and equitable program in health and welfare in the cannery industry and said that a substandard program would not be tolerated in fairness to the people who work in the canning industry.

### CONTRACT PROBLEMS

The problem of contracts by the various local unions is of great concern to the Western Conference, the speaker said in referring to a situation in which a Teamster negotiation had won a $600 average increase per employee at a recent organization situation.

"One of our problems is to see that there is a measure of equality in our contracts. In populous areas where we are strong we may have good contracts whereas in some of the outlying territories our people are working for much lower wages. This situation must be corrected. Union secretaries are not doing their full job if they fail to try to correct situations of this sort," the speaker said in commenting on current problems.

### 'RUNAWAY SHOPS'

"We are running into situations in which industries are actually attempting to move from our good-wage populous areas to a lower-wage less populous suburban or rural area. This is another version of the runaway shop on a slightly different scale with the principle being the same. Too often our people are paying insufficient attention to these situations.

"I want all joint councils in the Western Conference to form special contract committees of from five to seven persons to study all contracts. All contracts negotiated will be studied by the committees, by lawyers to see that they are in line both from a wage and conditions viewpoint and from legal considerations. We will study all contracts and in the Western Conference we are going to set up a catalogue or index of all contracts by all locals in the West."

All members of the General Executive Board who were present at the opening session were introduced by Chairman Brewster.

Robert ("Buddy") Graham is director of the Western Conference of Teamsters.

A warm letter of greeting to the conference from General President Emeritus Daniel J. Tobin was read to the delegates.



# UNION GAINS 5000 A MONTH—ENGLISH

*General Secretary-Treasurer Cites Teamsters' Growth over Period of Year*

SERVICE to the local unions will continue to mark the administration of General Secretary-Treasurer John F. English, delegates to the Western Conference of Teamsters were told at their opening session of the annual meeting of the organization in Seattle, Wash., July 6.

Secretary English was invited to address the conference by President of the Conference Frank W. Brewster, Seattle.

### LOCAL SECRETARIES PRAISED

Referring to difficulties in the union movement of years gone by, Secretary English paid high praise to the hard work of local union secretaries and other officers on whom the organization depends for its continued success. The address of the general officer was partly in the nature of a recollection of difficulties of days gone by and partly given in terms of current progress of the Teamster movement as seen from the viewpoint of his position as secretary-treasurer.

Details of moving the international headquarters from Indianapolis, Ind., to Washington, D. C., were related in connection with a progress report on the new Teamster building. Mr. English said that foundation and basic work was going forward on the site near the Capitol in Washington, D. C. He estimated that the new building would be completed by October, 1954.

Expanding activities of the Teamsters are resulting in stepped-up staff work in Washington, he said, with new trade divisions and other duties being undertaken in the international headquarters.

Referring to membership progress Secretary English said that the International Brotherhood of Teamsters as of June 30, 1953, had 1,179,901 members marking an increase of more than 5,000 a month over a year ago. He also gave a financial report and made a comment on strike benefits currently being paid by the union. Saying that the union was showing a healthy expansion, Mr. English said the International would continue cooperation with joint councils and local unions in seeking improved wages and conditions in all parts of the country.

### IMPROVED BOOKKEEPING

Of considerable interest to local union secretaries was the discussion by Mr. English of the proposed program of improved business records, bookkeeping and tabulation. The speaker said that a study is under way now to develop the best possible business machine which would meet the particular requirements of the Teamster local union secretaries. He said that a number of the leading business machine manufacturers had been called into consultation and had been asked for their advice on improved mechanical means of handling the work load. As a result of these consultations a pilot model machine is now under construction by one manufacturer and if it works out as it is hoped by the fiscal experts, steps will be taken to make the machine available to all local unions at the lowest possible cost to meet their requirements. The Secretary emphasized that Local Secretaries were not to purchase or install mechanical equipment until approved by the International Office, thus enabling us to standardize equipment on a national level.

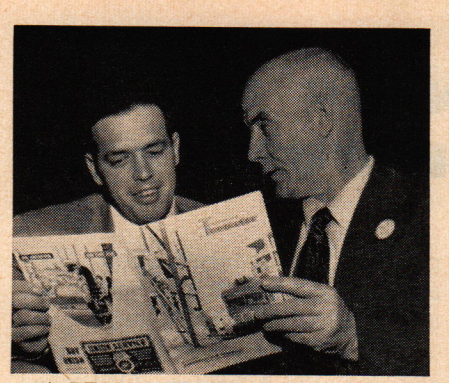
### ACCURACY INCREASED

Installation of the machine method of keeping records would not necessarily result in employee displacement, Mr. English said, but it would make it possible to improve accuracy tremendously and relieve clerical personnel making them available for other duties in the local union office.

After his conclusion, Chairman Brewster commenting on the discussion of business machines said that he would like to underscore what Mr. English had said about mechanical methods of computing, bookkeeping and record handling. He said that the method his local had installed and experimented with in cooperation with the International Office had achieved a high degree of efficiency and accuracy and had enabled the union to keep current daily and give an accurate reflection of membership status at all times.



A LEGAL POINT is made by General Counsel J. Albert Woll (left) in a conversation with Vice President John T. O'Brien, Chicago, Ill.



A TEAMSTER TOPIC is discussed by Robert Coar, conference visitor from Montclair, N. J., and Vice President T. J. Hickey, New York.



IRON LUNGS are examined here by International Representative Jack Annand and Paul Jones, international trustee, both of Los Angeles.

# INTERNATIONAL VICE PRESIDENTS ATTEND WESTERN CONFERENCE

The quarterly meeting of the General Executive Board was held in Seattle, Wash., last month concurrently with the sessions of the Western Conference of Teamsters. International vice presidents attended the opening and general sessions held the first and final days of the conference. Board members also attended some of the caucus sessions. A report of the General Executive Board proceedings at Seattle appears on pages 24 and 25.



VISITING VICE PRESIDENTS Sidney Brennan (left), Minneapolis, Minn., and James R. Hoffa, Detroit, Mich., attended several caucus discussions at Conference.



WESTERN activities are on the agenda in this conversation between Vice Presidents Joseph J. Diviny, San Francisco, Calif., and Einar Mohn, Washington, D. C.



UNION ADVANCES are discussed by Vice Presidents John J. Conlin, Hoboken, N. J., and D. J. Murphy, St. Louis, Mo., and Fred Tobin of the International Office. The General Executive Board members held their quarterly meeting in Seattle last month.



TEAMSTER COOPERATION is discussed by President William McFetridge of the Building Service Employes International Union (left), Chicago, Ill.; Thomas Pitts, president of the California State Federation of Labor, Los Angeles, Calif., and Vice President William Lee of Chicago, Ill.

# HELL'S CANYON JOB STRONGLY ENDORSED

A STRONG endorsement of the Hell's Canyon public power project in Idaho led the list of resolutions adopted by the delegates attending the Western Conference of Teamsters annual session at Seattle, Wash., last month. Action on resolutions of public, humanitarian, and administrative nature was taken at the final general session July 10.

The Hell's Canyon resolution said that Teamsters favor "the greatest possible industrial development for the Northwestern states" and called for continued building of huge electric generating facilities, one of the chief of which must be the construction of the proposed high dam at Hell's Canyon on the Snake River in Idaho.

The resolution rapped "the selfish request of the Idaho Power Company" for its efforts to get permission to build smaller dams which would make the larger dam impossible and concluded saying that "nothing short of the building of the larger development can meet the imperative need for huge blocks of power" and that only the U. S. Government can finance a project of the magnitude of Hell's Canyon.

Two resolutions on contracts were passed by the delegates. One asked the locals and trade divisions to submit at the earliest possible date to joint councils, for approval by legal counsel, copies of union security clauses in all current contracts and in proposed contracts. A companion resolution proposed by the Warehouse and Cannery Divisions asked each joint council to name a five-member committee to study and analyze each contract and refer such contract to the appropriate Western Conference agency for analysis. The contract would be referred back to the joint councils for their recommendations.

A resolution from the Automotive Trades Division called for an expansion of charters in the automotive field in order to work with joint councils and the trade division in organizing areas. Greater effectiveness would result, the resolution said.

Work of the City of Hope hospital was praised in a resolution asking joint councils to assist the institution financially. This resolution also called for participation in a testimonial dinner the City of Hope has scheduled for November 12, 1953, in Los Angeles, Calif., honoring General President Dave Beck.

Laundry contracts in situations in which operators have employees in two or more jurisdictions was asked in another resolution. These would be handled through the Director of the Western Conference of Teamsters.

Assistance in placing iron lungs in institutions through purchase by locals and joint councils was urged as part of the 1953 Labor Day celebration, according to another resolution suggested by the Union Label & Service Trades Department (AFL).

The department also urged, through resolution, all Teamster local unions to affiliate with the Union Label Councils in their own communities as part of the campaign to popularize the union service shop sign, union label and union buttons. Raymond F. Leheney, director of the Union Label & Service Trades Department appeared before the delegates urging support of the label councils.

POLICY COMMITTEE MEMBERS of the Western Conference of Teamsters met during the sessions to develop plans for future activities. FRONT ROW (left to right)—John J. Sweeney, Portland, Oreg.; Joseph J. Diviny, San Francisco, Calif.; Paul Smith, Los Angeles, Calif.; Conference President Frank W. Brewster, Seattle, Wash.; Robert (Buddy) Graham, Seattle, Wash., director of the Western Conference, and Jack Annand, Los Angeles, Calif. SECOND ROW—Jack Estabrook, Portland, Oreg.; Ted White, San Francisco, Calif.; George Mock, San Francisco, Calif.; Albert Marty, Sacramento, Calif.; Clyde Crosby, Portland, Oreg.; Mark Whiting, Los Angeles, Calif., and Frank Matula, Los Angeles, Calif. THIRD ROW—H. L. Woxberg, Los Angeles, Calif.; Joseph Dillon, San Francisco, Calif.; W. L. Stratton, Phoenix, Ariz.; W. H. Ahern, San Francisco, Calif.; Peter Andrade, San Francisco, Calif.; Fullmer Latter, Salt Lake City, Utah, and Walter Bass, Oakland, Calif. Ward Graham, Salem, Oreg., member of the Policy Committee, was detained at another meeting and is not shown.



# Outstanding Gains Reported by Western Conference Trades Divisions

PROBLEMS and recommendations of the trade divisions affiliated with the Western Conference of Teamsters are brought before general sessions of the conference following caucus sessions. These sessions are usually preceded by a meeting of the trade divisions' Policy Committees which bring forward recommendations for discussion and action.

This year the Western Conference limited trade division sessions to one Policy Committee meeting and one caucus or discussion meeting. This new approach, called a "streamlined" method by conference officials, was generally approved by trade divisions. The reports given at the general sessions were presented at the two final meetings of the conference attended by all delegates July 9 and 10 in the Olympic Hotel, Seattle, Wash., site of the 1953 sessions.



WAREHOUSE

## Division to Study Local Contracts

RAISING the standards of wages, hours and conditions through coordination of contract signing is a goal of the Warehouse & Produce Division, according to a recommendation submitted in a report at the general session of the Western Conference of Teamsters at Seattle, Wash., July 9.

The report of the division made by Joseph Dillon, secretary and director of the division, asked the conference to approve action requesting all locals of the division to submit contracts to the division before being signed. Such submission, said Dillon in his report, would make it possible for the division to study the contracts and make certain that they are in line in terms of wages, hours and conditions. Such action, it was pointed out, would go far toward eliminating much of the disparity in provisions between locals in strong Teamster areas and those in areas which are less well organized.

This recommendation, the chief one to come out of the division's Policy Committee which met July 6 on the opening day of the Western Conference's seventeenth session, was approved by the caucus of the division.

Problems affecting various aspects of warehouse work were discussed in the division's caucus which was held July 7. Jack Estabrook, vice chairman, Portland, Oreg., presided at the meeting. The division welcomed its chairman, George Mock, San Francisco, who has been inactive for several weeks due to illness.

The caucus also took action to name a negotiating committee which will be used to assist various member locals.

The division secretary also reported that the caucus was addressed by Vice President James R. Hoffa, president of the newly formed Central States Conference of Teamsters, and by Harold Gibbons, secretary-treasurer of that conference. Gibbons is also acting director of the National Warehouse Division. He was named to that post to serve in the temporary absence of George Mock.

Hoffa in his remarks told the caucus that the Central States organization was getting under way with headquarters in St. Louis. He complimented the Western Conference of Teamsters on its record and said that he was certain the new conference would be of great service to the Teamsters in the central states area. He appealed for unity and a spirit of aggressiveness in behalf of Teamster goals as the basis for success in organizing efforts ahead.

Gibbons in his remarks to the caucus, reported Dillon, explained the program being developed since the National Warehouse Division has been moved to the International Office in Washington, D. C. He said that the division hoped to develop a fund of information and data on the warehouse field which would be useful to all locals. He also said that a service program was being developed which he hoped would be useful to warehouse locals in winning new gains in wages, hours and conditions. He said he hoped through the cooperative efforts of the various regional conferences a real method of national operation would evolve which would mean improved standards for warehouse employees throughout the country.

Another recommendation of the Policy Committee, approved by the caucus and reported by Dillon to the general session, concerned the Spencer Food Company, Los An-

geles, Calif. Dillon said the division approved action placing this company on the "We do not patronize" list. This company distributes food under the brand names "Spencer" and "Cadiz."

AUTOMOTIVE



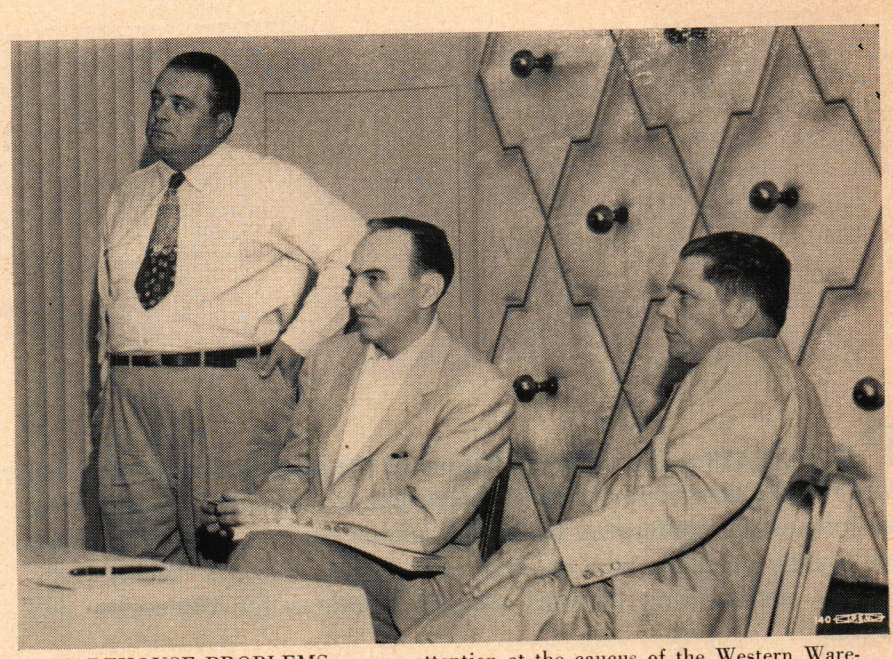
## Shop Card Gains, Wage Hikes Reported

PROGRESS in the use of the Teamster union service shop card and a steady increase in membership was reported by the Automotive Trades Division at the annual meeting of the Western Conference of Teamsters in Seattle, Wash., last month. The report for the division was given at a general session of the conference by Gordon Lindsay, Seattle, Wash., secretary and director. Arnold Moss, Los Angeles, Calif., is division chairman.

Substantial increases in wage scales, improvement of holiday and vacation provisions and in many cases shortening of the work week and securing the Teamsters' health and welfare program were reported. An outstanding characteristic of the division during the past year has been the help given by the stronger locals to those less able to meet the serious employer resistance in certain areas.

Advances in use of the area-wide bargaining was reported and adoption of the Teamster health and welfare plan in the 11 Western states by International Harvester Company employees after three years of negotiations highlighted the past year, said Lindsay. Efforts will be made to charter locals in the automotive trades where the membership and potentials justify it.

Commenting on the increasing use of the shop card, Lindsay said, "It is the duty of every member of organized labor to support the use of all shop cards and union labels . . . it is the duty of Teamsters to demand that the Teamster shop card be displayed in any place where they purchase gasoline, oil, tires or have service performed on the equipment they operate."



WAREHOUSE PROBLEMS occupy attention at the caucus of the Western Warehouse & Produce Council. Acting Chairman (left) Jack Estabrook, Portland, Oreg., National Warehouse Division Director Harold Gibbons, St. Louis, Mo., and Vice President James R. Hoffa, Detroit, Mich., listen to a floor discussion.



ATTENTIVE audience listens to discussion of organization in the various classifications of the automotive trades in a caucus session at conference.



AUTOMOTIVE DIVISION officers Arnold Moss, left, president of the division and Gordon Lindsay, director, study reports on activities in the West.




# Lax ICC Safety Inspection Rapped

MARKED gains in the past year and a successful over-the-road 1953 truck check revealing shocking lack of safety inspection by the Interstate Commerce Commission on trucks were reported by H. L. Woxberg, chairman of the Over-the-Road Division, at the annual session of the Western Conference of Teamsters which met in Seattle, Wash., last month.

The division chairman said that explosives are checked quite thoroughly, but that road drivers in the annual truck check reported that checks are made by I. C. C. inspectors on the average of once every 15 years. The poor record, said Woxberg, is apparently attributable to the fact that the Commission has only 18 inspectors in the U. S. and only three in the 11 Western states.

The 1953 National Truck Check was the most successful to date with an opportunity taken in most communities by Teamsters to develop better public understanding of truckers' problems. Both radio announcements and newspaper advertisements were used in the educational campaign of the local unions and joint councils.

State by state reports showed gains by road drivers. A sleeper cab committee with Vice Presidents Joseph J. Diviny and Frank W. Brewster as co-chairmen was named. Others appointed include E. D. Woodard, Colorado and Wyoming; Austin G. Thompson, Montana; Clyde C. Crosby, Oregon; Verne Milton, Washington; William L. Stratton, Arizona; William F. Carter and A. O. May, Nevada; H. L. Woxberg, Gerald A. Shearin, Albert A. Marty, Earle E. Carter and Cy Stalling, all of California; Frank Baldwin, Idaho; Fullmer Latter, Utah, and Faro Caudill, New Mexico.

Named to serve as a Policy Committee were Vice Presidents Brewster and Diviny and Messrs. Crosby, Woxberg, Latter, Woodard, Shearin, Grant and Milton.



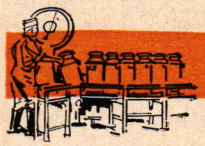
OVER-THE-ROAD progress was discussed by this group. LEFT TO RIGHT (seated) : H. L. Woxberg, division secretary, and Jack Annand, both of Los Angeles, Calif., and James Harrison, Seattle, Wash.; (standing) Verne Milton, Seattle, Wash.; Cy Stalling, Oakland, Calif., and Clyde Crosby, Portland, Oreg.

The growth of pipelines and rate-cutting by the railroads is jeopardizing the jobs of Teamsters in the tank truck field, the division reported.

The division recommended that General President Dave Beck and the General Executive Board use their good offices to secure through executive and/or legislative action more adequate finances for the supervision of safety regulations by the Interstate Commerce Commission. The division also urged the general president and General Executive Board to use their influence to have named on the I.C.C. appointees with a thorough understanding of motor transport business.

The division commended General President Beck for his steps in reorganization of the International Union.

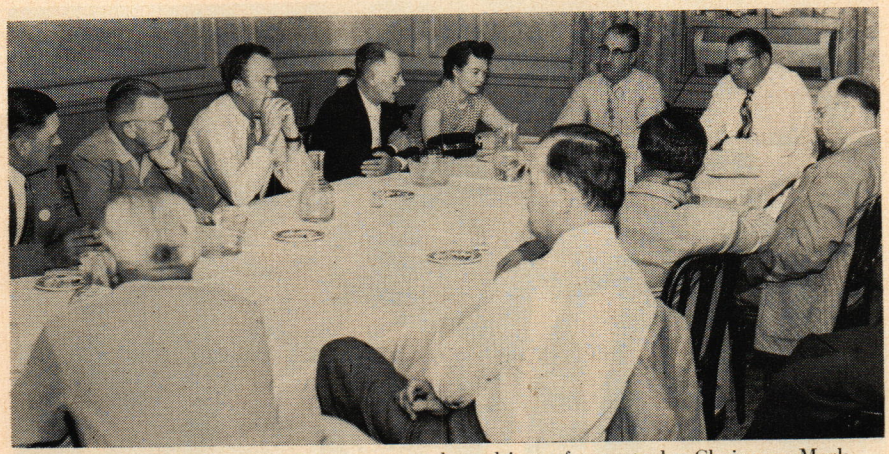
Vice President Joseph J. Diviny is secretary of the Over-the-Road division.




# Dairy Workers Face Complex Problems

NO PERIOD in the history of the Western States Dairy Employees' Council has so taxed the ability of the officers and members of its locals as has the past year, reported William E. Franklin, director of the council, at a general session of the Western Conference of Teamsters which met in Seattle, Wash., last month for its seventeenth session. Mark Whiting, Los Angeles, Calif., is division chairman.

Economic factors, large Government dairy surpluses, changing buying and merchandising habits, use of dairy food substitutes, threat of the independent milk peddler were all cited as contributing to the difficulties of making advances in the dairy



PROGRESS in the dairy industry was the subject of reports by Chairman Mark Whiting (presiding at extreme right), Dairy Division chairman, and William E. Franklin (to Whiting's right), director, at a Policy Meeting session.

industry. A total of 74 unions with almost 30,000 members are members of the council.

The interrelation of the milk industry with milk and dairy food manufacturing is creating problems. Franklin cited figures showing that 194 million pounds of butter and 273 million pounds of cheddar cheese plus large quantities of surplus dry milk powder held by the Government add to the economic uncertainty of the industry.

The increase in the use of imitation ice cream is creating a problem in the council which will affect the jobs and volume of many dairy drivers. The jurisdictional problem of handling ice cream substitutes is one which should be ruled on by the International Union, the council's director said.

The council is asking that a clause be included in dairy contracts which provides that no routes operated by union member should be sold to an independent operator without the union's permission. Such a clause would offer some protection against the threat of the independent peddler, it was said.

The council reported that the caucus took action calling on locals to use their collective abilities to preserve and protect milk control laws in Oregon and California which are constantly under attack. A standing committee of three members from each state was named to work in conjunction with state agencies to protect the council's interest in the legislation.

A summary of progress was also made by Franklin who said that many new dairy agreements now carry health and welfare benefits which add to the already large coverage of council locals.



William E. Franklin, Director
Dairy Council

STATISTICAL



## Three-Point Policy On Pensions Given

A THREE-POINT program on pension policies was recommended to the Western Conference of Teamsters in its seventeenth annual session by the Statistical Division in the final session of the week-long series of conference meetings in Seattle last month. Henry Spiller, division chairman, reported on behalf of the statisticians of the 11 Western states.

Pension plans received considerable attention in caucuses, Spiller reported, but no Western Conference Pension Plan has been developed. Until such a plan is developed the division recommended the following policies for the conference affiliates.

1. That no employer sponsored plans be instituted unless agreement is reached whereby pensions can still be negotiated.

2. That no plans be agreed to providing for compulsory retirement except in accordance with the specific terms of the labor agreement.

3. That in no event shall any pension plan be agreed to or instituted until such plan has been approved by the Western Conference.

The division also recommended that a committee be appointed to investigate and act upon pension plans submitted for approval to the Western Conference.

The Statistical Division reported that considerable discussion was directed in its caucus meetings toward insuring the continued success of the health and welfare plans in various areas. Discussion also ensued on policy and procedures relating to area agreements, contract summaries and the general conditions in each area.

Area agreements should be emphasized wherever possible with an effort to maximizing the economic gains for the Teamster members in the various areas, Spiller said. Continued exchange of information and contract summaries will take place among the statisticians of the various areas in order to maintain maximum cooperation, the division reported.



Henry Spiller, Chairman
Statistical Division

Spiller was named chairman and Anthony Vavrus, Portland, Oreg., was named secretary of the division during the Seattle session.




## Pacts with Building Unions Need Review

THE Heavy Construction Division in its report to the general session of the Western Conference of Teamsters last month called for the conference to recommend to the International Office that the agreements between the Teamsters and other unions in the construction field be reviewed and revised. The Western Conference of Teamsters met in Seattle, Wash., July 6-10, in its seventeenth session.

The report of the Heavy Construction Division was made by Secretary George Purvis following a session of the division's Policy Committee followed by a full division caucus. The caucus had unanimously approved the request of the conference toward seeking a revision of the agreements. Agreements which now exist are obsolete, the division contended, in view of the advances made in machinery and equipment and methods of construction. Chief among the agreements which require revision are those with the Operating Engineers, the Plumbers, Electricians and the Laborers.

Secretary Purvis in his report said that the division had heard a review of problems and progress in the heavy construction field of the 11 Western states and Alaska. A highlight of progress was a report from Harry Bonnell, secretary of Local 213, Vancouver, B. C., which indicated healthy progress in organization. Bonnell said that his union now had 2,000 members and a year from now due to progress being made in organization should have 3,000. British Columbia has a construction boom on paced by the $750,000,000 Alcan project, largest privately financed enterprise on the North American continent.

The caucus also heard a report from Purvis who is also secretary of the National Construction Division on its national questionnaire which seeks information on construction supplies and materials. Members of the division were asked to submit complaints on invasion of jurisdiction to the organization's secretary for action. He said that so substantial was the progress of the division that it had "received more recognition in the past year than at any time in the past history of the Western Conference."

The division's secretary reported



George Purvis, Secretary
Heavy Construction Division

that considerable discussion ensued in both the Policy Committee meeting and the caucus on problems at various major construction projects in the various states.

During the session of the Heavy Construction Division three Teamster attorneys appeared and spoke on problems touching labor in general and the construction industry in particular. P. J. McCarthy, Los Angeles, urged all secretaries to see that closed shop clauses were omitted from contracts. He also said that the conference lawyers were working on clauses in the materials field and he concluded with some comments on pending Taft-Hartley legislation. He observed that if the present so-called Taft construction exemption provisions are not changed and were to be enacted there would develop serious jurisdictional problems in construction.

Mathew Tobriner, San Francisco, Calif., discussed the problem of notice and the trend of new court decisions. John C. Stevenson, Los Angeles, Calif., gave a brief survey of national legislation and commented on the application of current decisions to certain construction problems.

The division reported reelection of its officers and addition of three members to the Policy Committee. John Kennard, Los Angeles, Calif., was re-named president; Purvis, secretary. The three new Policy Committee members are Joe Morgan, Anchorage, Alaska; Fullmer Latter, Salt Lake City, Utah, and Joe Morrell, Pasco, Wash. John Kennard, Los Angeles, Calif., is division chairman.



BIG PROJECTS in British Columbia are described at the Heavy Construction Division caucus by Harry I. Bonnell, L. U. 213, Vancouver, Canada.



MISCELLANEOUS



# Ten-Year Battle Wins Major Victory

APPOINTMENT of a Policy Committee for the division, selection of a committee on periodicals and newspapers and a report of marked results through use of standing negotiating committees were reported as principal achievements of the Miscellaneous Sales Division by Fred Irvin, secretary, at a general session of the Western Conference of Teamsters in Seattle, Wash. The division held a caucus session July 8 which was well attended by delegates from all the 11 Western states.

A major achievement since last year by the division, reported Secretary Irvin, is the signing of a contract with Farmer Brothers Coffee Company, Los Angeles. The successful unionization of this concern marks the end of a ten-year fight in behalf of decent wages and conditions, said the secretary. New capital and a change of management contributed toward the success of the committee which had been assigned to work on the organization, reported Gay Lillefloren, Los Angeles. With distribution of Farmer Brothers product over a wide area, the successful negotiation of a contract with the home concern would spell success throughout the West, said Irvin.

### PRESIDENT REELECTED

The caucus accepted a recommendation of the officers that a Policy Committee for the division be named. The caucus reelected both Larry Smith, president, and Fred Irvin, secretary, and named the following on the new Policy Committee: William Griffin, Seattle, Wash.; Fullmer Latter, Salt Lake City, Utah; Edward Davis, Portland, Oreg.; Jack Goldberger, San Francisco; Gay Lillefloren, Los Angeles, and the two officers, Smith and Irvin.

The problem of the independent contractor in the newspaper circulation field came in for considerable discussion, reported the division secretary. According to pattern of independent contractor situations in the past, attractive offers are made to circulation men in order to get them to leave the union and for a time these men appear to make good money. Shortly thereafter, circulation areas are reduced and in a brief




period the "independent contractor" finds that he is not doing as well independently as he did as a Teamster and he finds that he does not have the benefit of union affiliation.

**SPECIAL COMMITTEE**

So serious are the possibilities of a trend in the use of the independent contractor in the West that the caucus named a special committee headed by Jack Goldberger to work on this problem. Others on this committee are Frank Mutulla, Los Angeles, Calif.; Edward Clancy, Oakland, Calif.; Ed Ellis, Seattle, Wash.; Edward Davis, Portland, Oreg.; Fullmer Latter, Salt Lake City, Utah, and Fred Irvin, Oakland, Calif.

Both the Farmer Brothers committee and the periodical committee are to be standing committees prepared to work on area-wide problems concerning their respective classifications of work, the secretary told the general session.

The division also heard a report on progress in the vending machine organization field as reported to the caucus by William Griffin, Seattle, Wash. Griffin is chairman of the National Miscellaneous Division. He reported that a series of labels for installation on vending machines had been developed and a selection of one would be made shortly and made available to the local unions with vending or coin-operated machine jurisdiction. He also reported a special survey is being made of "business opportunity" advertisements which are enticements for gullible investors to buy expensive vending machines on the promise that they can make a fortune. He said that many of these so-called "opportunities" are frauds and the Securities & Exchange Commission and the U. S. Post Office Department are interested in apprehending manufacturers who prey on the unwary. In order to provide evidence of this type of practice the National Miscellaneous Division is having a newspaper clipping service clip business opportunity advertisements in five central states from Sunday newspapers. The states are Minnesota, Wisconsin, Iowa, Illinois and Michigan. Chairman Smith of the division suggested that all members likewise send to Griffin similar ads from their communities.

**LEGAL DEVELOPMENTS**

The division also reported that the caucus heard reports on changing legal developments from John C. Stevenson and Mathew Tobriner, Teamster attorneys. Stevenson reported on Taft-Hartley legislation,

the trend in regulatory agencies by appointments being made by the new national administration and decisions on the secondary boycott. Tobriner discussed the trend toward the independent contractor, the problem of jurisdictional disputes, and the problem of legal notice which is becoming more acute due to a more stringent enforcement of the Taft-Hartley law.




## Business Down, But Taxi Earnings Held

A "GOOD JOB is being done" by the majority of locals of taxicab drivers in the 11 Western states in the face of a general decrease in the cab business, according to a report from the Chauffeurs Division to the Western Conference of Teamsters which met in Seattle, Wash., last month. The report submitted by Walter B. Bass, secretary, summarized problems and progress in the cab jurisdiction during the past year.

The division reported that in maintaining wages, hours and conditions a good job is being done, but few were able to improve their contracts. Experienced men were sent into four localities to aid in organizing and negotiating during the past year, said the report.

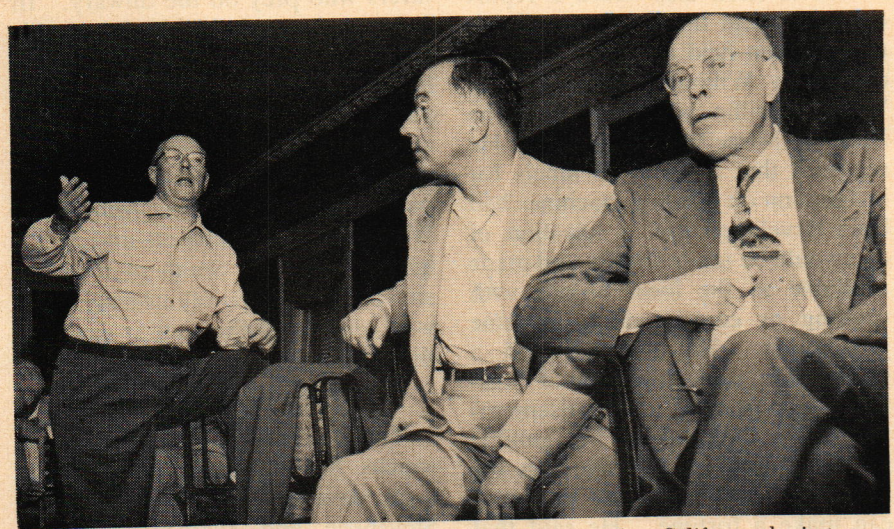


NEWSPAPER distribution problems are being discussed by Jack Goldberger, San Francisco, Calif., at the caucus of the Miscellaneous Sales Division.

The division also reported that Attorney Mathew Tobriner advised members that the National Labor Relations Board had more clearly defined cab operation in interstate commerce. It appears by a recent ruling, said the division, that an operator must have contracts with an interstate carrier or a substantial portion of the operator's business must come from depots, airports, etc. Unless an operator is engaged in interstate business, he is not under the Taft-Hartley act.

The division took occasion to commend General President Dave Beck for his announced plans of organizing the taxicab industry. President Beck has repeatedly pointed out in regional and national trade division meetings the need for organization of the industry. The division said that it applauded the general president's plans and would extend every possible support.

Chairman B. I. Bowen, Seattle, Wash., and Secretary Bass of Oakland, Calif., were reelected officers of the division.



IN CHAUFFEURS Roland Wilson, L. U. 640, Los Angeles, Calif., emphasizes a point as Tony Concilia and C. W. Burns, both of L. U. 265, San Francisco, Calif., listen attentively.




## Membership Grows, Contracts Improved

IMPROVED contracts and growth in members and the formation of a new sub-regional council were chief developments of the past year in the Western Council of Cannery & Food Produce Workers. The report of this trade division to the annual session of the Western Conference of Teamsters was made by Peter Andrade, secretary-treasurer and director.

During the past two months the division formed the Northwest Council which includes the Oregon and

Washington state councils. The new council will strive toward attaining uniform agreements for cannery workers. Within a short time the division will look toward Idaho and Utah for the extension of economic protection.

The council's caucus asked that a recommendation be made to the Western Conference of Teamsters that contracts in all 11 Western states be corrected and streamlined. The council reported that it has close working relations with the Western Warehouse & Produce Council.

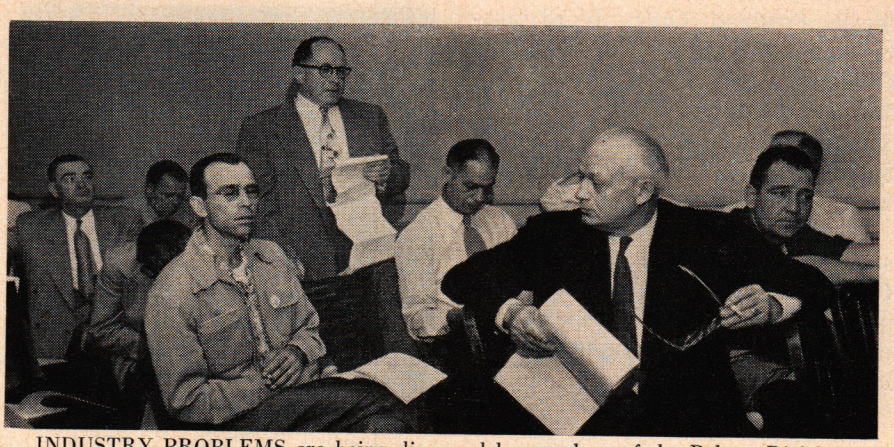
The cannery council maintains its general office in Seattle, Wash., and in cooperation with the Warehouse & Produce Council an office in San Francisco to serve the membership.

This proposal would include submittal for review of contracts by the conference with none taking effect until approved by the Western Conference.

At the caucus of the council Mathew Tobriner, Teamster attorney, outlined new legal difficulties as the result of rigid enforcement of legal requirements. He called the days ahead an extraordinary serious challenge to labor unions. He pointed out that the trend appears to be dominated by big business backed by big government making the days ahead a period of real crisis which will test the strength of labor unions.

Chairman Walter L. Jones drew attention in the caucus to the attitude of the Labor Department in permitting exemptions to the Walsh-Healy act in the case of process workers as indicative of the trend in Government. He said unions "must be unified in order to go ahead or we will find ourselves back where we were in 1936-37."

Director Andrade reported that the council was determined to progress despite the obstacles ahead. Difficulties in the California cannery situation were referred to briefly in the report with the observation that with the support of the Western Conference, the council believed the problem could be solved satisfactorily.



INDUSTRY PROBLEMS are being discussed by members of the Bakery Division caucus as a speaker discusses welfare plan progress.

BAKERY



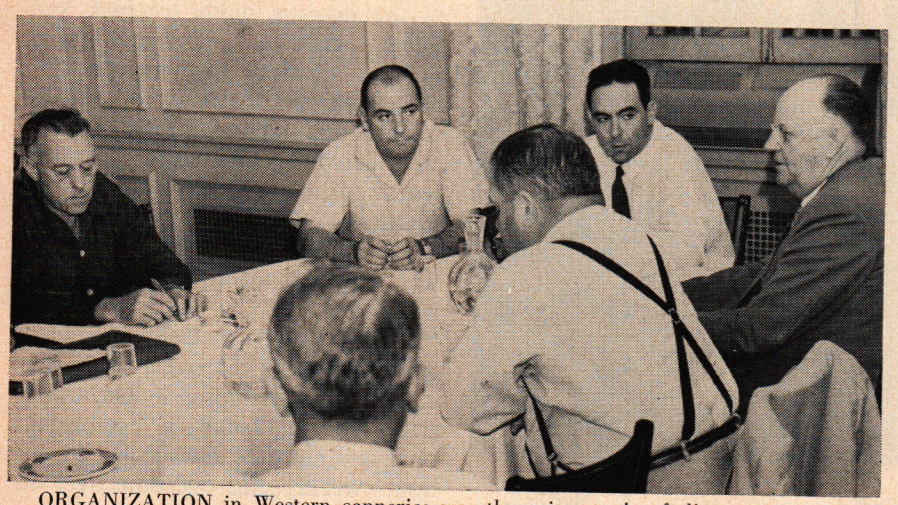
## Bakery Contracts' Uniformity Cited

ALL BAKERY drivers in Southern California, except in one city, are now working on the same wage scale with uniform expiration contract dates, the Bakery Division reported at the general session of the Western Conference of Teamsters last month in the annual session in Seattle, Wash. Wendell Phillips, San Francisco, Calif., chairman, presented the report. Efforts will be made to bring contracts of Northern California into line, it was reported. Progress in attaining uniform wages, hours and working conditions has not been as successful in Washington and Oregon as in the California area.

In the three coastal states a five-day week and a health and welfare plan for bakery drivers have been established, but to date similar progress cannot be reported for the remainder of the 11 Western states.

The division recommended to the Western Conference that it adopt a resolution calling for allocation to bakery drivers of the distribution of frozen pies and cakes produced by bakery concerns. At present the delivery of this merchandise is unclassified and should be in the hands of bakery division members, Phillips reported. In mixed locals where drivers handling this merchandise are located, efforts should be made to see that they are properly directed toward bakery division locals.

Phillips was reelected chairman and Charles A. Bolton, Los Angeles, Calif., was renamed secretary. The following were named to serve as the division's Policy Committee: Charles Ulrich, Seattle, Wash.; Roy Welfringer, Tacoma, Wash.; A. J. Ruhl, Spokane, Wash.; Charles H. Jewell, Wenatchee, Wash.; M. E.



ORGANIZATION in Western canneries was the prime topic of discussion at the Policy Committee meeting of the Cannery Division members.

Steele, Portland, Oreg.; Ward Graham, Salem, Oreg.; Les Benham, Oakland, Calif.; George W. Jenott, San Jose, Calif.; Albert A. Marty, Sacramento, Calif.; Larry M. Smith, San Diego, Calif., and Samuel Voorhees, Denver, Colo.

The division also reported that its session was attended by Archie Goodman, an international vice president of the Bakery & Confectionary Workers' International Union.



Wendell B. Phillips, Chairman
Bakery Division

BEVERAGE



## Trends Studied In Merchandising

NEW trends in merchandising soft drinks are creating new problems in the beverage field, reported the Beverage Division at the general session of the Western Conference of Teamsters' final general session held in Seattle, Wash., last month. The report made by William Griffin, division secretary, covered a wide range of activities of the organization for the past year by locals in the 11 Western states.

Of especial interest to the members, reported the division, is the increased use of vending machines with one now being used as a pilot model to dispense canned soft drinks. One company, believed to be the first of a major concern, is offering to finance independent dealers to set them up in business. Such a step would mean that the dealer would probably get his merchandise by his own car from wholesale grocery houses thereby completely bypassing the beverage driver. The use of canned soft drinks is another threat, it was reported, and the division locals should be alert as to the development of this trend.

Local delegates were asked to fill out complete questionnaires in an endeavor to provide full information on the status of the industry in the West. The division's questionnaire was discussed in detail by P. J. McCarthy, Teamster attorney.

Reports from local unions revealed numerous problems including a serious one in one state in which a beer load had been hijacked and a soft drink truck stolen in a notoriously anti-union situation. Delegates were also warned against another union attempting to raid Teamsters' who have organized beverage concern displaymen. The division also reported that all locals should be alert to the activities of distillery representatives and should see that they do not exceed their legal authority.

Chairman George Leonard, Los Angeles, Calif., and Secretary William Griffin, Seattle, Wash., were reelected. The division named for the first time a Policy Committee including the following: John Bowers, Los Angeles, Calif.; William Kaiser, Modesto, Calif.; Tony Ricci, San Francisco, Calif.; Larry Smith, San Diego, Calif.; R. R. Mikesell, Vancouver, Wash.; A. J. Ruhl, Spokane, Wash.; George Covano, Seattle, Wash.; Lew Cornelius, Portland, Oreg.; Gerald Shearin, Marysville, Calif.; A. J. Ziegler, Los Angeles, Calif.; William Ahern, San Francisco, Calif., and the chairman and division secretary.



BUSY TRIO—Conference Chairman Frank W. Brewster is talking over a point of procedure with Reading Clerk William Griffin (center), and D. W. Marshall, general assistant on conference plans and operations.

LAUNDRY



## Improved Methods Of Pay Advocated

EFFORTS are being made to advance organization in the laundry field and steps are being taken to improve methods of pay, reported the Laundry & Dry Cleaning Division at the annual meeting of the Western Conference of Teamsters in Seattle, Wash., last month.

A survey has been made by the division and according to the report of the division made by Jack Williams, secretary, ". . . a majority of the locals having linen drivers . . . have agreements based on straight salary" and "those employees paid on a percentage basis are subject to working an unregulated number of hours each week."

A three-point recommendation was made by the division based on its survey:

1. Pay of drivers delivering linen and/or towels exclusively in the linen field (not including industrial delivery service) shall be established on a straight time rate of pay for 40 hours weekly plus overtime over 40 hours.



Jack Williams, Secretary
Laundry Division

2. A uniform plan of new business commissions or bonus should be established as a matter of policy, so that one company does not use this bonus to the detriment of sound labor relations.

3. Combination routes should be recognized in areas where exclusive line routes cannot be maintained, and a uniform percentage of commission should be established for the proper payment of a driver handling towels or linen on a mixed route.

V. V. Alexandrof, Seattle, Wash., was asked to be chairman of the division in the absence of Richard Onstott, Seattle, who has been ill. Jack Williams was reelected secretary, and the following were named to a division Policy Committee: Walter Wagner, Portland, Oreg.; K. F. Vaughn, San Francisco, Calif.; C. O. Jackson, Oakland, Calif.; John Gardner, Los Angeles, Calif., and Edward Hogan, Denver, Colo.




## Membership Gains By 10,000 in Year

"OUTSTANDING progress" was reported by the General Hauling Division in a submittal to the final session of the Western Conference of Teamsters' annual meeting last month in Seattle, Wash. The report given by Division Secretary John W. Filipoff gave detailed facts and figures to support the report of progress.

A gain of 10,200 members bringing the division's total to 50,221 was made since last year. A sharp boost in health and welfare coverage was also reported. Last year a little over half the drivers were covered by the plan whereas now 81.4 per cent of the drivers are under the health and welfare plan.

Vacation benefits are provided in 99 per cent of the contracts and 97 per cent provide for one week's vacation after one year and two weeks after three years. Holiday pay provisions have been clarified with special reference to holidays falling on Saturday.

Wage increases were reported by the members of the division and for the 50,000 plus members in the past 12 months increases aggregating



John W. Filipoff, Secretary
General Hauling Division

$14,600,000 based on 2,080 hours yearly (no overtime).

In obtaining data on general hauling operations the division sent questionnaires to the 11 Western States affiliated locals and to local unions in Alaska, Canada and Hawaii. A total of 76 locals replied to the inquiry.

The division in its selection of officers named Harold Lopez, San Francisco, Calif., as chairman to succeed Harry McDonald, Fresno, Calif., who had served for two years and declined to run for reelection. Secretary Filipoff was renamed secretary of the division—he was reluctant to accept a third term, he reported.

The General Hauling Division includes appliances, baggage, furniture manufacturers, furniture jobbers and distributors, furniture retailers, van and storage, flour and feed, sanitary, heavy machinery, oil and solid fuel, wholesale meat and grocery, parcel delivery, local freight, dock men and helpers and office workers of these industries, reported the secretary.




## Victories Reported In NLRB Elections

SUCCESS in elections by log haulers and continued resistance to Teamster organization by the Carpenters' Union were reported by the Log Hauling Division at the annual session of the Western Conference of Teamsters held in Seattle, Wash., last month.

Organization of log truck drivers is slow, the division reported, due to resistance by the Carpenters' Union and the C.I.O., but in cases in which elections have been held Teamsters have emerged victorious. Three election victories were reported, but the division also said it was having difficulties getting the National Labor Relations Board to accept Teamster petitions.

Where Teamsters have log haulers organized, wages are now in excess of $2 per hour with more and more unions reporting the establishment of the Teamsters' health and welfare plan.

Last year the Western Conference recommended steps toward organization of lumber truck drivers. A survey made by the division among 2,000 lumber truck drivers in Oregon and California revealed 60 per cent as owner-operators with the remainder employed by fleet operator common carriers. This group is about half organized. To advance this work an advisory committee has been named.

To aid in organizing the lumber drivers the division:

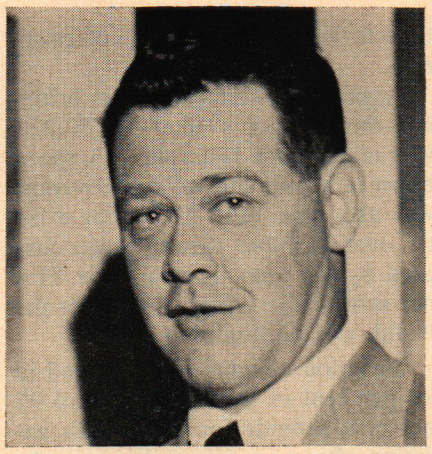
1. Recommended that the division's local unions continue their contributions for another year for

the organization program;

2. Voted to ask the aid and assistance of joint councils, the Highway Drivers' Council, and building trades councils of the various areas for aid in organizing lumber truck drivers, and

3. Endorsed the action of Local 501 in its effort to gain proper jurisdiction in a difficult N.L.R.B. situation and pledged support of the division to No. 501 requested aid of the conference in the fight.

In addition to the officers the following were named to a division Policy Committee: S. F. Burke, Eureka, Calif.; Roy Rhodes, Santa Rosa, Calif.; Ward Graham, Salem, Wash.; Robert Shaw, Medford, Oreg.; Clyde Crosby, Portland, Oreg.; Bruce Lewis, Centralia, Wash.; Neil Pendley, Port Angeles, Wash.; Russell Titland, Pendleton, Oreg.; A. W. Galipeau, Coeur d'Alene, Idaho, and F. T. Baldwin, Boise, Idaho. The officers, also Policy Committee members, are Gerland Shearin, Marysville, Calif., chairman, and Lawrence Enbody, Centralia, Wash., secretary.



DIRECTOR Robert L. Graham of the Western Conference of Teamsters was one of the sessions busiest officials. His behind-the-scenes direction played a major role in the success of the annual meeting.

PUBLIC RELATIONS



## Labor's Big Job: 'Winning Friends'

WAYS and means of winning more friends and influencing more people were the chief topics of discussion at the Public Relations Division caucus, according to a report submitted by Lew Parrish, Los Angeles, Calif., to the general session of the Western Conference of Teamsters meeting for its seventeenth session in Seattle, Wash., July 9.

Raymond F. Leheney is chairman of the Public Relations division. In the absence of Mr. Leheney, Mr. Parrish acted as chairman of the Public Relations caucus and Ralph J. Benjamin, editor of the *Washington Teamster*, acted as secretary.

Included on the series of steps urged to aid in winning more good will for the International Brotherhood of Teamsters were: improved educational efforts at all levels; continued efforts on state legislation; improved utilization of intitiation for internal education and provision of more educational materials, particularly those of an attractive and visual form.

The problem of education in labor and in behalf of the Teamster begins at home, reported Parrish as voicing the consensus of the caucus. Such a conclusion leads to the necessity for the union doing a better internal job of education than it is now doing, it was said.

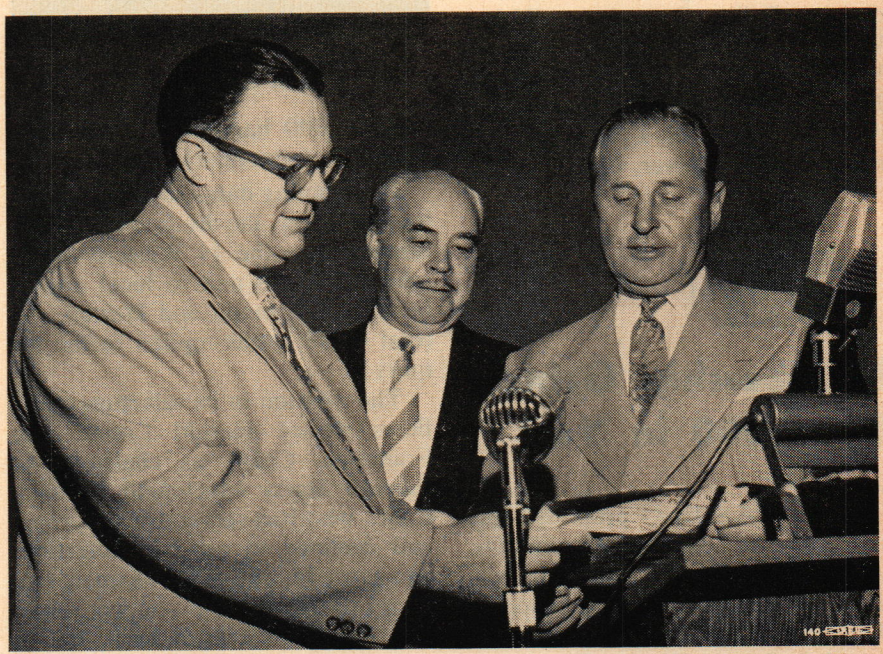
Closely akin to the home as a forum for labor education are the schools, the division reported, and the caucus devoted considerable attention to ways in which labor information should be presented to the schools. These methods included a demand for an interesting, useful and simple history of labor which could be used as a textbook or collateral reading source. Ralph Clare, Hollywood, Calif., suggested the desirability of making good labor films available through the school visual education systems which now have many motion pictures conveying managerial points of view.

Ward Gregg, Longview, Wash., reported to the caucus that the union sent speakers to the high school graduating classes of a number of schools; also had observers sitting in on city council meetings and at city school board sessions. He reported to the division that considerable respect for the Teamsters was being built up by such devices.

A comprehensive program of public relations has been adopted by the Oregon joint council in a report by John Dienes.

The importance of both educational and legislative work were underscored in the caucus by Phil J. Brady, former president of Joint Council 37, and a member of the Oregon Senate, reported to the general session.

The division also reported that



PUBLIC RELATIONS is the topic of a platform huddle here as Raymond F. Leheney (left), division chairman and Lew Parrish, both of Los Angeles, Calif., talk with Conference Chairman Frank W. Brewster.

Verne Cannon, legislative representative of the California joint councils, related his experiences at Sacramento in behalf of labor legislation. Cannon described in detail some of the problems incident to fighting the right-to-work bill and other pieces of legislation which, if enacted, would be serious dangers to Teamsters.

One of the delegates in the division reported to the caucus that the union is missing a valuable opportunity in not utilizing the initiation period as one for building good will and for educating the new member in unionism and the Teamster philosophy. Some unions, it was reported, make the initiation a matter of form and a matter of a few minutes. Others, it was said, are developing special educational programs in which the history and significance of the union movement.



LEGAL PROBLEMS came in for major discussion at Seattle. Here the Legal Division is discussing new court decisions. John C. Stevenson, upper left, and Sam Bassett, extreme left, division chairman; Reid Neilson, Salt Lake City, Utah, and others are listening to Teamster General Counsel J. Albert Woll, upper right in photo, emphasize a point of labor law.




# Labor Faces Legal, Economic Problems

LEGAL problems confronting labor and the Teamsters occupied a major share of attention at the caucus meetings of the Western Conference of Teamsters last month.

Problems of state and Federal legislation, rulings of the National Labor Relations Board and of state and Federal courts were discussed in the caucus meetings of the Legal Division. Attorneys for the West Coast joint councils appeared before various caucus sessions and drew attention to various problems facing Teamsters. Among those appearing to present latest advice and information on legal problems were John C. Stevenson and P. J. McCarthy, Los Angeles, Calif., and Mathew Tobriner, San Francisco. These attorneys presented the general conclusions of attorneys on problems confronting Western Conference affiliated local unions.

The Legal Division caucuses were attended by attorneys from throughout the West and by Teamsters' General Counsel, J. Albert Woll, Washington, D. C.

In the final general session Mr. Stevenson appeared before the delegates and warned that labor is facing a critical period in the months ahead.

Legally, he said, labor has a big job in education of both its friends and its foes in Congress. He appealed for more work in informing labor's friends so that they might more intelligently interpret labor's philosophy and needs in Congress.



INDUSTRIAL TRENDS are the concern of Chief Economist Dave Kaplan, Washington, D. C., who attended the sessions of the Western Conference and talked with division directors from the 11 Western states.

On the economic front, he warned that previous panics and recession had begun with fear, wage-cutting and restricted production and pointed out that for the first time in American history after World War II labor had been able to withstand wage cuts. This resistance preserved purchasing power and staved off a depression, he observed. We are facing a period ahead, he predicted, in which attempts will be made to cut wages and thereby reduce purchasing power.

Lawyers appearing before the caucus sessions discussed Taft-Hartley legislation, changes in enforcement attitudes of boards and courts, the problems of the independent contractor, the jurisdictional strike and the necessity for proper notice.

Local unions were advised that they should consult their attorneys on all matters involving state or Federal law or regulation by state boards or by the National Labor Relations Board. It was pointed out that serious consequences can follow violation, whether intentional or innocent, in the case of any provisions governing the conduct of labor relations.

Sam Bassett, Seattle, Wash., is division chairman, and Clarence Beck, Salt Lake City, Utah, is secretary.

# EXECUTIVE BOARD MEETS IN SEATTLE

THE General Executive Board met at Seattle, Wash., beginning Tuesday, July 7. Its sessions lasted through Friday, July 10, when the meeting was adjourned by General President Dave Beck subject to his further call. All members of the Board were present at each session with the exception of Vice President Crumbock who was unable to attend the meeting because of the press of important official business that required his immediate and personal attention in the East.

The meeting was opened by the General President who made a comprehensive and detailed report of the activities of his office since the last meeting of the Board and told of the many problems encountered and surmounted and of the substantial gains made by the International Brotherhood during that intervening period of time. He called attention to the numerous obstacles, however, that still remain to prevent the full exercise, by the Teamster, of his rights as a worker and as a human personality and still remain to impede the International in its efforts to bring to every worker within its jurisdiction the complete enjoyment of these rights and declared that every lawful and legal means under the Constitution of the International and the laws of the land must be employed to eliminate these obstacles. He spoke of possible further restrictions that may plague the worker and his union as the result of future judicial, legislative and administrative action by Government, both federal and state, and explained the necessity of firm, intelligent, coordinated and effective action today to prevent these possible evils of tomorrow from becoming an actuality. As General President, he stated that his efforts to protect and advance the future exercise of the rights of those embraced within the International Brotherhood, as workers and as human beings, and to advance the legitimate interests of the International Brotherhood, including the complete and unimpaired enjoyment of its jurisdiction granted by the American Federation of Labor, would never cease or diminish and expressed his confidence that each member of the Board shared his determination with respect to his own efforts. The General President concluded his remarks by stating that the present meeting would be devoted, largely, to a full discussion of the various problems mentioned and to the devising of ways and means to meet them, effectively and intelligently, within the framework of our constitutional government and its laws.

### OFFICE PROGRESS DESCRIBED

Following this report of the General President and his statement of matters to be considered at this meeting, the General Secretary-Treasurer made his report. He spoke of the various steps taken by him to increase the efficiency of his office and to further improve its services to affiliated bodies of the International, including the installation of modern mechanical equipment, the addition of trained personnel and the greater coordination and streamlining of the many activities of his office. Calling attention to the necessity of the use of a standardized and uniform mechanical system of bookkeeping by local unions, joint councils and other branches of the International Brotherhood, he recommended that steps be taken to bring about such a uniform system where possible and where practical and feasible. This recommendation was accepted and approved by the Board. In the course of his report, the Secretary-Treasurer disclosed that the financial position of the International continued to be strong and that based on figures since December, 1952, its income from investments, by December, 1953, should exceed by approximately $180,000 such income for the preceding year. Its paid-up membership on which per capita tax has been paid was disclosed to be 1,179,901 as of June 30, 1953. This represents a gain of approximately 67,000 since June of last year.

A large portion of the session was devoted to a discussion of various problems referred to by the General President in his report to the Board. In this connection each Vice President was called upon to present the conditions currently found to exist in his area and to recommend a possible course of action to remedy those found to be inimical to the further progress of the International. It appeared from these reports and the general discussion ensuing that, while much has been accomplished in the way of organizing, much more can be done—even in the face of restrictive federal and state laws and court and administrative ruling relating thereto. It also appeared, that in some instances local union practices and jurisdictional difficulties between local unions have impeded maximum organizing efforts. Steps were taken to bring about the cessation of these practices, to reduce to a minimum disputes among affiliated bodies relating to jurisdiction and to increase the tempo and efficiency of organizing activities in general.

During the discussions, the General President advised of the many moves made by him to bring to a general degree of efficiency the servicing potentialities of the International, particularly as they related to organizational activity. These moves required discharge of some organizers and staff personnel and the transfer of others to different areas of activity. This brought about creation of the Central States Conference, patterned after the Western Conference, the strengthening of the Southern Conference and the initiation of steps looking toward the creation of an Eastern Conference. They involved the implementation of the various National Trade Divisions and the appointment of responsible and able men to head these Divisions where such positions were vacant. They also necessitated the greater utilization of the proven abilities and skills of the International Vice Presidents, their vast knowledge of the Teamster movement and their wide acquaintance with the

membership and leadership of the local affiliates. Necessitated also was the transfer of headquarters to Washington, where the International could be in close touch with governmental functions that so vitally affect the welfare of the Teamster, and the staffing of this office with additional personnel of ability and experience. Also required was an adequate permanent headquarters building in the Capitol City. This building is now under construction and when completed will be the most modern and up-to-date office building and one of the most beautiful buildings in Washington. Up to the present time progress in the construction of this building has been satisfactory. The various moves made by the General President received the unanimous approval and endorsement of the Board.

Also discussed during these sessions were several state court decisions which, although not directly involving the International as a party defendant, might vitally affect the welfare of its members. Because of the importance of these cases, the General Counsel was instructed to assist local counsel and to participate to the fullest degree possible, on behalf of the International, in the progress of these cases through the courts of review.

Also considered and condemned was the present attempt, by legislative action in the Congress of the United States, to nullify the decision of the Supreme Court of the United States of January 12, 1953, which upheld the authority of the Interstate Commerce Commission to issue regulations governing trip leasing. This decision was the culmination of the long fight led by the International Brotherhood against the practice of short term leases by truckers. If enacted into law the proposed legislation, H. R. 3203, would strip the ICC of authority to regulate the duration of truck leases and the compensation to be paid by a regulated motor carrier for the use of a truck not owned by such carriers. The Board unanimously went on record as adamantly opposed to the passage of this proposed legislation and recommended that this opposition be made known to the membership. Emphasis was made by the General President for the need of long range planning on ICC procedure and the need of developing, on a national level, a department for concentration on the problem, with a national and state program.

A large portion of time was also devoted to the determination of a number of appeals and jurisdictional disputes brought to the Board for decision. Each appeal and jurisdictional dispute was thoroughly inquired into, discussed and considered before a decision was rendered.

The matter of the International Brotherhood giving financial assistance and support to local affiliates when required and when conducive to the best interests of the membership of the International and of giving similar support of officers and permanent employees of the International who are faced with the necessity of securing new housing accommodations as the result of these transfers to headquarters offices at Washington, with adequate safeguards and provisions for repayment, at interest, was discussed. After such discussion, the General President was empowered to authorized such assistance when deemed to be in the best interests of the International.

Also discussed was the initiation of a welfare program embracing officials and permanent employees of the International. The institution of such a program was approved by the Board.

At the conclusion of the meeting, the General President thanked each member of the Board for his attendance at the meeting and for his close attention to all of the business to come before the Board.

# 19,000 BREWERY WORKERS JOIN IBT

ACTING on their own initiative, 19,000 members of 10 CIO Brewery Workers Locals in New York voted to exchange their CIO charters for Teamster affiliation early in July.

When the news reached Seattle, where Teamsters officials were meeting in executive session, General President Dave Beck immediately dispatched Chief Economist Dave Kaplan to New York. On July 8, Mr. Kaplan presented Teamster charters to the ten locals.

Brewery locals who seceded to join the Teamsters are Brewers Union, Local 1; Beer Drivers Union, Local 23; Beer Drivers Union, Local 24; Brewery Workers Union, Local 69; Bottlers and Drivers Union, Local 96; and Bottlers and Drivers Union Local 345, in Manhattan and Brooklyn; Local 54 in Utica, Local 57, Rochester; Local 194, Buffalo.

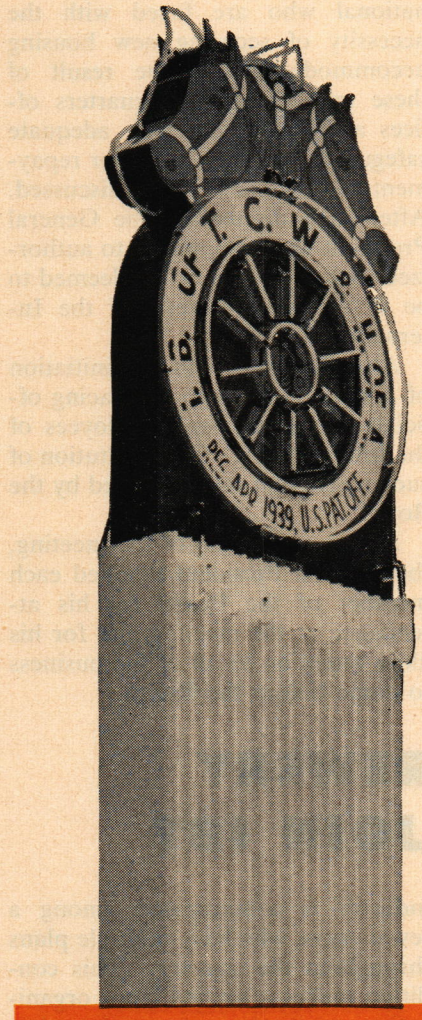
William Greenstein, secretary-treasurer of the New York locals' joint board, recommended to the officers of 15 more Locals that they too vote to join the Teamsters.

Greenstein said that unification of the brewery workers is particularly urgent now because control of the industry is concentrated among a few owners, who have multiple plans throughout the country. This condition makes a unified labor organization among brewery workers imperative, he said, adding that only the Teamsters could bring unity.

The switch of CIO brewery locals to the Teamsters came after Karl Feller, president of the CIO Brewery Workers, withdrew from negotiations with Dave Beck looking forward to a merger.

Feller, hoping to head the Teamsters Brewery Division, backed out of the talks when he realized he would have to submit the issue of his leadership to a vote.

Dave Beck then denounced Feller's double-dealing and emphasized that the action of the Brewery Workers in New York and elsewhere seeking Teamster affiliation was of their own initiative and in response to their recognition that the Teamsters could solve their problems, while Feller and his associates could not. Feller expressed the same opinion in his conference with the General President until he reached the conclusion his salaried job was in jeopardy.




# The Oregon Story

# JC 37

TEAMSTERS in the West have a reputation for aggressive leadership and organization and Joint Council 37, encompassing the entire state of Oregon, is strengthening that reputation through responsible and resourceful trade union leadership in one of America's most energetic and fastest-growing regions.

The problems of Oregon are the problems of Joint Council 37, for what concerns the welfare of Oregon directly affects the welfare of Joint Council 37. But to understand Oregon one must look at the past—even the distant past—as well as the present. (Two locals in southwestern Washington are now in Joint Council 37.

The great forces of geology and geography made Oregon what it is today—prehistoric action of volcanic forces of nature untold millions of years ago predestined Oregon to be a state of dramatic contrasts and scenic grandeur, richly endowed in natural wealth of forests, fish, game, soil and hydroelectric power potentials. But transportation in more recent times, which is to say since the coming of the white man, has proved the key to exploration, settlement and development of the Oregon country. First came the boatmen on their voyages of discovery, later to trade and settle. Then came the pioneers over the famed Oregon Trail and by other routes by ox train and covered wagon.

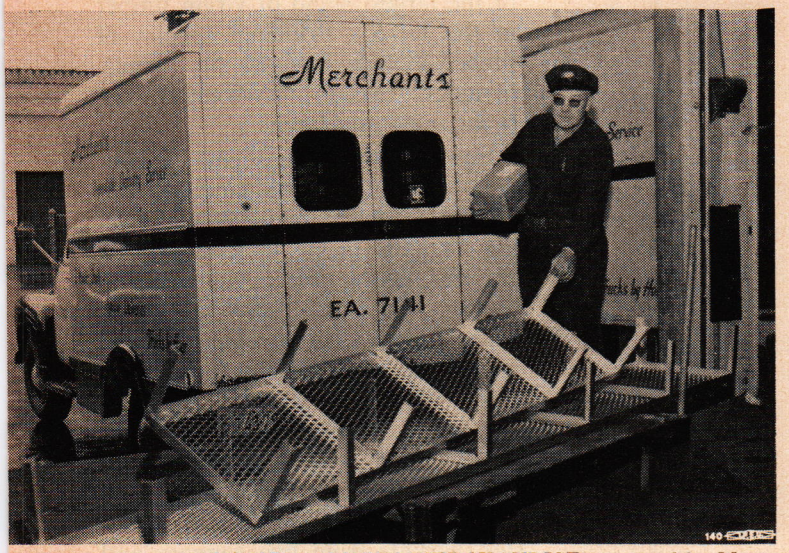
The modern opening of the Northwest came with the completion of the first transcontinental railroad with its terminus at Portland in 1883. The railroads proved decisive in opening the West, but today motor transport has taken its proper place as a major factor in the state's economic life. A network of highways links every community in Oregon with all the outside world. No longer is a farm, ranch or hamlet isolated. Truck transportation has given vigorous impetus to the lusty growth of a lusty region which between 1940 and 1950 saw almost a 40 per cent hike in population—as compared with 14.5 per cent for the rest of the nation.

Trucking, through the unquestioned advantages peculiar to motor transport, has won its place as a major factor in Oregon. And in Oregon trucking the major factor is Teamsters' Joint Council 37. With affiliates in 15 localities, Joint Council 37 exercises important influence in the economic life of the state.

Motor freight requirements of the some 90,000 trucks and busses are as many and varied as the activities of this energetic state demand. Trucking has changed the character of lumbering in the state which is Oregon's major industry. Motor

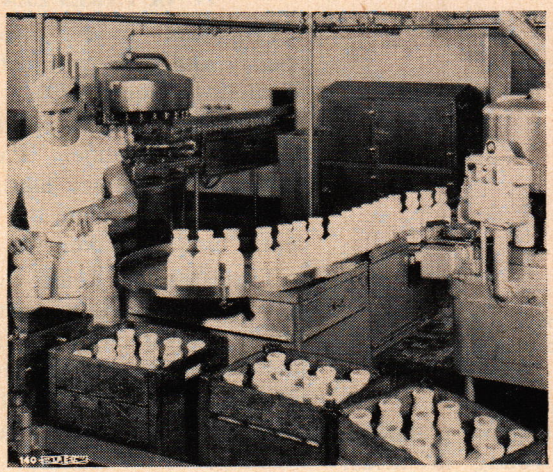


POLICY MAKERS of Joint Council 37 (left to right) Reg. R. Mikesell, president; John J. Sweeney, international organizer, and Ward Graham, secretary.




MISCELLANEOUS MERCHANDISE is carried by Merchants' Delivery. J. L. Birchfield, L. U. 223 driver, is getting a load ready at the dock in Portland, Oreg.

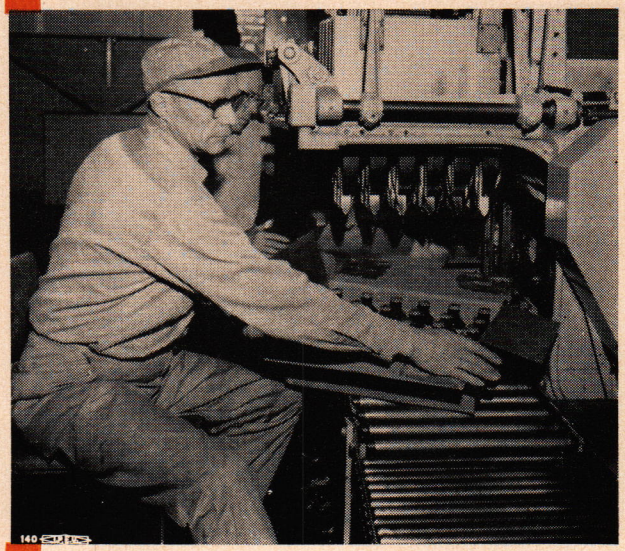
DAIRY WORKER at the Damascus Dairy in Portland. He is a member of L. U. 305. Oregon has become one of the most important dairy states in the West.

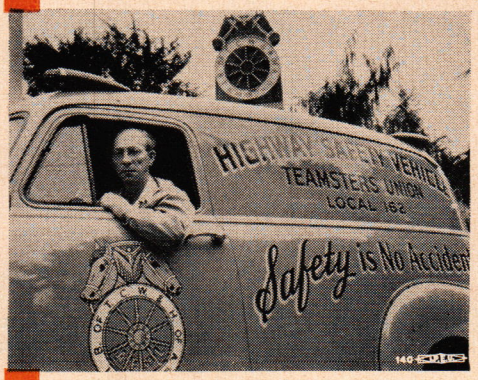


CRAFTSMANSHIP in leather is shown by P. G. Payton, L. U. 255, a 30-year employee of the George Lawrence Leather Company. He is working on Western saddle.



INSIDE BREWERY WORKER John Frosted, L. U. 162, takes beer from line at Blitz Weinhard plant.






Charles E. Rice of Local 162 is shown above at the wheel of the highway safety car maintained by the Joint Council.

AUTO PARTS SALESMAN George Reid, L. U. 255, shop steward (right), chats with Tom Malloy, sec'y-treas.





SUNDOWN BREAKERS on Oregon's magnificent "air-conditioned" 400-mile seacoast. The state has some of nation's most spectacular natural scenery.

transport, likewise, has opened new potentialities in the development of the state's rich agricultural resources making farming the No. 2 industry. Motor transport also serves the varied demands of the tourist trade, third ranking industry, with the many services required which bring tens of thousands of visitors to Oregon yearly.

### 'DRAMATIC CONTRASTS'

Oregon, one of America's most beautiful and interesting states has rightly been called a state of "dramatic contrasts." Evidences of prehistoric violence are found in such natural beauties as Crater Lake in the south and majestic Mt. Hood in the north. The Cascades and the Columbia River Gorge, among the world's great beauty areas, are the results of nature's turbulence untold millions of years ago.

Against this ancient grandeur, Oregon remains young in ideas, spirit and energy toward utilizing its seemingly limitless resources. Evidence of these traits are found in the fashion in which industry is taking its place as the result of great power resources and in the way in which new projects are changing the face of the earth in some sections—such as the great new $348 million multi-purpose dam project at The Dalles, 87 miles from Portland and in the new giant McNary Dam which cost $287 million.

### TIMBER LEADER

For 15 years Oregon has been a leading timber producing state and in recent years has produced some 13 *billion* board feet of lumber annually as well as large quantities of pulp wood, plywood and other forest products. The state also boasts of the largest stand of virgin timber in the U. S. Principal species of timber include Douglas fir, spruce, hemlock, balsam fir, Western red cedar, pine and larch.

Some 60,000 farms and 20 million acres of Oregon land are devoted to crops and livestock. Leading orchard crops include apples, cherries, pears, filberts, walnuts and prunes, while the berry group include strawberriers, loganberries, raspberries, gooseberries, youngberries and boysenberries. Leading vegetables are spinach, lettuce, radishes, beans, peas and sugar beets. A major canning, processing and frozen food industry contains Teamster workers from five cannery and general locals contributing importantly toward the packing of the multi-million dollar fruit and vegetable crops.

### TUNA TAKES LEAD

Processed foods also include poultry and dairy products and the 55-million pounds of fish processed annually help account for a $30-million yearly volume. Famed Columbia River salmon used to be the leading fish product, but more recently tuna has taken the lead.

Teamsters of Joint Council 37 serve the growing tourist industry which is attracted by the state's endless recreational facilities. After seeing much of Oregon, the visitor is almost compelled to agree with the superlatives of the state's enthusiastic press agents who say that "Oregon has everything."

Do you want mountains? How about the Cascades, the Blue Mountains, the Wallowas or the Three Sisters?

Do you want lakes? How about Mt. Hood's Lost Lake, Crater Lake, Lake of the Woods, Todd, Diamond or Elk?

Do you like waterfalls? How about Multnomah, Bridal Veil, Celilo, Salt of Tumalo Mill Creek?

Do you like scenic drives of almost unrivalled splendor? How about the Columbia River Gorge route, McKenzie River Highway, Route 99 or 101 along the ocean coast.

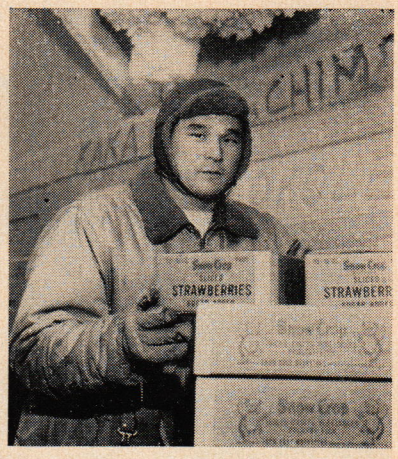
Like fishing? You can have it—salmon, steelhead, trout, bass or



PRIZE WINNING EDITOR Ed Snyder of the Oregon Teamster, joint council publication, at his desk in Portland.

AN INDUSTRIAL ACCOUNT is being serviced by Orvin Severson, L. U. 358, of the American Linen Supply Co., a large concern in Portland.



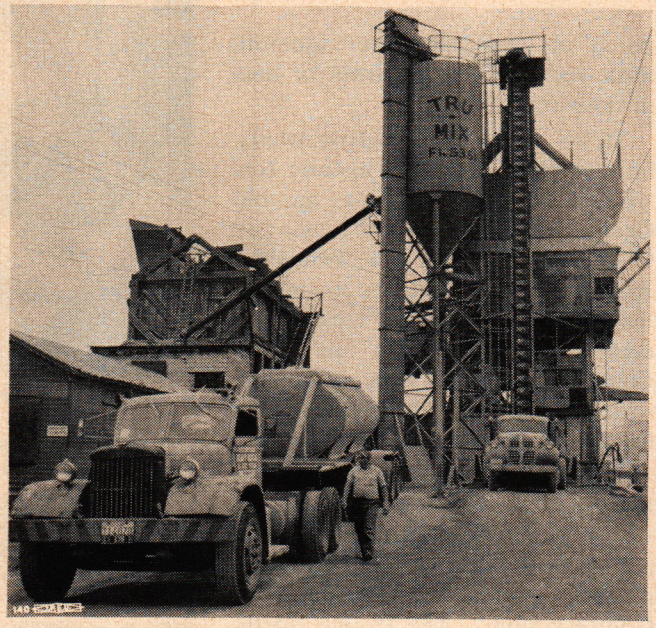

IT'S 35 BELOW in this frozen food plant. Yosh Terado, L. U. 305, wheels shipment at Northwest Ice & Cold Storage Company, dressed in fur parka.

WATERMELONS are unloaded by Teamsters at Pioneer Fruit Distributors, Portland. L. U. 206 members, George Scheele (on ground), Phillip Galluzo and Richard Deek (in freight car).

BULK CONCRETE for construction is hauled by Floyd Hutchison, L. U. 162, of the Tru-Mix Concrete Company.



HIGHWAY POST OFFICE truck is driven by Teamster on run from Portland. Connie Northrop, driver, L. U. 501, Vancouver, Wash., makes last minute check with a clerk.




EARLY morning trash collection is being made by the Casciato brothers, Henry and Ralph, members of L. U. 220, Portland. They operate the Casciato Garbage Service.








BOARD MEMBERS of Joint Council 37, Portland, Oreg., are shown in the headquarters building. LEFT TO RIGHT (seated) Ward Graham, secretary-treasurer; Reg Mikesell, president; (standing) Jack Estabrook, trustee; Tom Malloy, trustee; Clyde Crosby, recording secretary; M. E. Steele, vice president, and Robert Shaw, also a trustee. Joint Council 37 has a progressive program.

BEEF for the troops is being loaded by members of L. U. 162 at Northwest Ice & Cold Storage Company. Austin Collins (left) driver, and Lester Bucholtz. Sgt. William Pillusbury is inspector.



perch in lakes and river; salmon, tuna, red snapper, sea trout or bass in deep sea trolling.

If it's history the tourist wants, he can get it—the pre-historic fossil beds of the northeast, the old Oregon Trail, the route of Lewis and Clark or the colorful Pendleton Roundup. The state has it—all the traveler wants in air conditioned comfort, for nature has "air conditioned" the state with a climate which is the envy of anyone living east of the Rockies.

By no means least of the attractions are the new power projects. Giant Bonneville Dam, 38 miles above Portland on the Columbia, is part of the Bonneville-Grand Coulee system. The Pacific Northwest now boasts 40 per cent of the potential water power of the nation. Bonneville was built as a multi-purpose projects — power, navigation, flood control, irrigation and conservation. When the giant 518,400 kilowatt project was building, politicians asked "What are we going to do with all this power?" The answer was given in nationally vital fashion in World War II when power from the generators of Bonneville, Grand Coulee, TVA and other public projects were taxed to provide power to meet the arms demands,



BAKERY drivers check reports at Master Bakery, Salem, Oreg. William Paulus, Leonard Gottfried and Paul Shafer are all of L. U. 324.

TAXI DRIVER Herbert Nienast chats with Business Agent George Thomason (standing) and Dispatcher Lester Staples by capital in Salem. All belong to L. U. 324.



particularly of aluminum for aviation.

Hydroelectric power is the key to the industrial development of the Pacific Northwest. Once primarily agriculture and lumbering, the region is now developing industry rapidly—Oregon alone has 5,200 establishments. To such traditional products as lumber, pulpwood, paper, furniture, paper and food products are being added textiles, machinery and electro-chemical and metallurgical concerns.

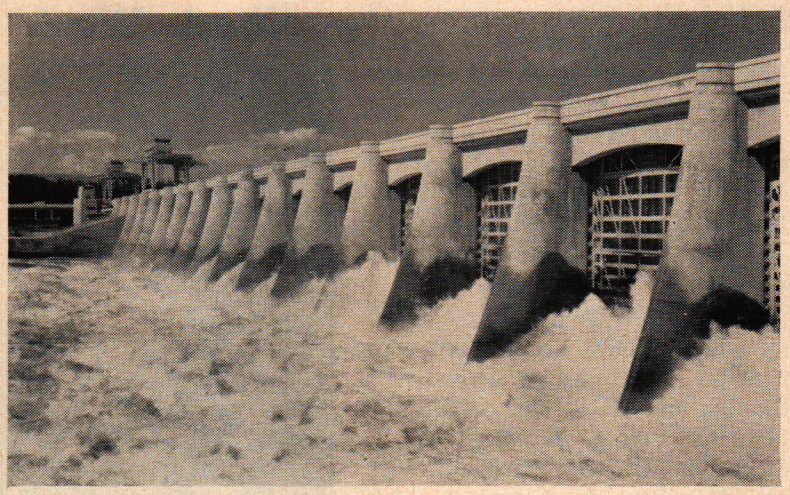
McNary Dam is adding 980,000 kilowatts, and The Dalles project with a rated capacity of 1,119,000 kilowatts will supplement hydro resources which are the great hope of the Northwest. With rapid growth of fabrication and processing industries come new jobs in transport of materials and distribution of finished goods—jobs in which Teamsters are serving their state in a period of continued energetic growth.

Joint Council 37 has a resourceful program of service to its members. The Council is developing an unusual method of service through a "round robin" series of Joint Council meetings. Each Joint Council meeting is held in a different locality each month. Those attending the meetings go to the designated city a day or two in advance of the

session and work with local union officials of the host locals on organization problems. This system has resulted in substantial additions to Teamster ranks, says Ward Graham of Salem, Joint Council secretary-treasurer.

The handsome headquarters building in Portland is both a symbol of the progressivism of the organization and a rallying point for a closely bound group of Teamster locals aware that only in unity can there be strength.

Joint Council 37 began more than half a century ago when a group of drivers in Portland joined together and applied for a charter from the International Brotherhood of Teamsters, Chauffeurs, Stablemen & Helpers of America. They became Local 162, the start of the Oregon Teamster movement and today that local with over 5,000 members is the state's largest. When the Teamster building was dedicated July 8, 1949, Phil J. Brady, now retired, then Joint Council president, paid tribute to the oldtimers who had helped build the movement in Oregon—Harry W. Dale from Joint Council 28 in Seattle, who helped in organization work; Sam Chapin, Bert McCollum, Fred Brockman, "Whitey" Dahliger. Brady might have mentioned himself, for he was for many



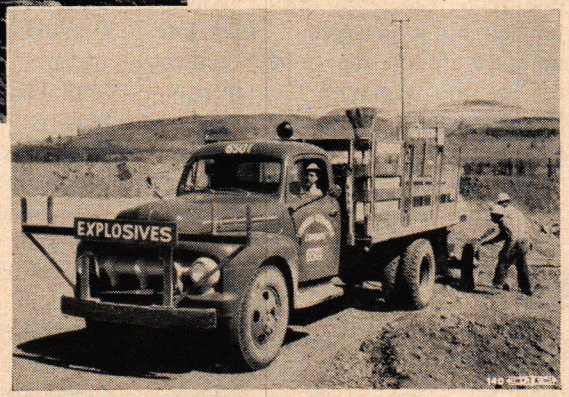
POWER for Northwest industry is generated by mighty Bonneville Dam a public project near Portland. Bonneville is a key unit in providing energy which is bringing new industries to the Pacific Northwest.



IN "CITY OF ROSES" as Portland is known. Gray Line Driver Harold Sammons, L. U. 281, shows sightseers some blooms in the International Test Gardens.



EXPLOSIVES driver C. L. Jackson, L. U. 501, Vancouver, Wash., clears area before blasting at Dalles project.




GIANT EUCLID gets 20-yard load at the Dalles bridge job. Walt Munt, L. U. 883, Hood River, Oreg., is driver. Atkinson-Ostrander is contractor for the project.

CHECK WEIGHING berries at Kelley-Farquhar cannery, Salem, Oreg., Bertha Kautz (left) instructs Sharon Robertson on fine points of job.





years Joint Council president and always gave fully and freely of his time and energy to help build the organization. From Portland, the Teamster movement spread to Salem, Eugene, Astoria, Coos Bay and Medford and later to Klamath Falls, Pendleton and other communities. Today the Joint Council has upwards to 25,000 members.

After Local 162 with its 5,000 members comes Local 206 with 2,500. Officers of the Joint Council are: R. R. Mikesell, L. U. 501, Vancouver, president; M. E. Steele, L. U. 499, Portland, vice president; Ward Graham, L. U. 324, Salem, secretary-treasurer; Clyde Crosby, L. U. 162, Portland, recording secretary, and Jack Estabrook, L. U. 206, Portland; Thomas Malloy, L. U. 255, Portland, and Robert Shaw, L. U. 962, Portland, trustees.

Oldtimers recall that it was an event when a part-time office girl could be hired to help out with the paper work. Today the Joint Council and its affiliates have a staff of more than 50, including clerical, administrative, and organizing personnel.

One of the prides of the Council is its excellent official weekly newspaper, *The Oregon Teamster,* published under the resourceful editorship of Ed Snyder.

When the Western Conference of Teamsters was founded 16 years ago by then Vice President Dave Beck, the Joint Council extended its cooperation—a practical gesture which has been translated itno a working partnership ever since. Three Oregonians are on the policy committee of the Western Conference—Ward Graham, Jack Estabrook and Clyde Crosby.

One of the busiest spots in the Teamster building is the Health & Welfare office. There, Miss Mary Ermence and staff are kept busy carrying out the work of the Teamsters' Joint Security Plan in which 25 local unions are participating. Vice President M. E. Steele is administrator. A wide range of benefits for both Teamster members and dependents is provided on an employer-paid basis. Group insurance for members includes accident and sickness benefits; hospital, surgical and medical care benefits; x-ray and laboratory examinations; additional accident expense benefits and polio protection. Maternity care benefits for female members are likewise provided.

Leadership in the recent legislative fight against the Oregon ton-mile tax was an outstanding achievement by Oregon Teamsters and built good will with the shipping public and industry.

Teamster operations in Oregon are based on the view that labor organization and administration must keep pace with industry—and nowhere is this more strongly exemplified than in the handsome headquarters building where local unions and the Joint Council are carrying forward a program of service to the membership which is setting a pace for the nation.

## 'Check Week' Proclaimed in New York



In a City Hall ceremony, New York City's Mayor Impellitteri hands Martin T. Lacey, president of Joint Council 16, a proclamation making the week of June 14 through 19 Truck Check Week to "promote truck-traffic safety."

## HELP US!!!

Just a note to your local secretary, when you're moving, will keep your magazine coming to you regularly. Don't miss important news on legislation, organization and contract negotiations which directly affect YOU and YOUR JOB! Report address changes promptly!




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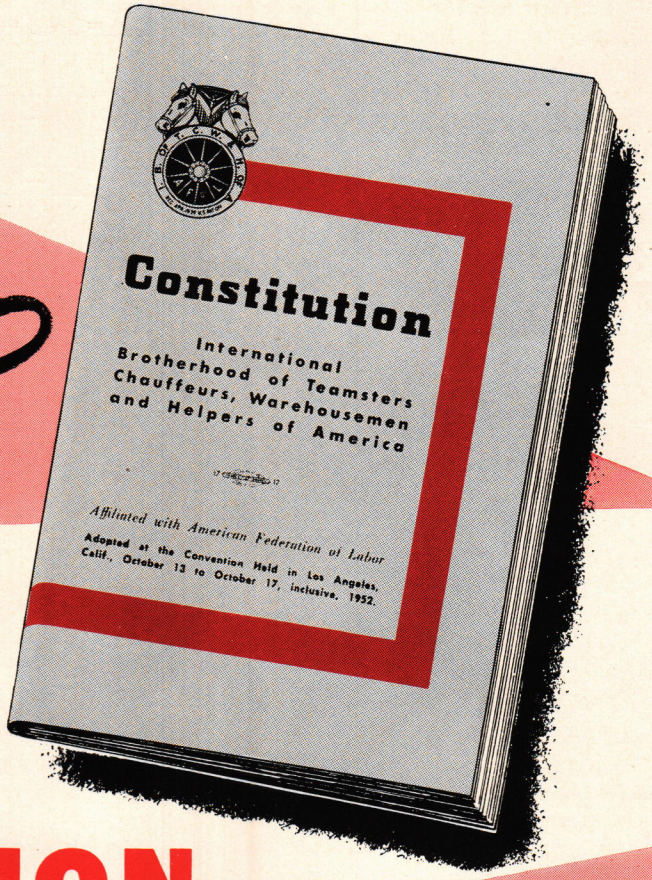
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